

Address _____

TO ELIZABETH LIDDELL NATIONAL DIRECTOR

Warrant is issued for father in US under Child Abduction Act

Legal history is thought to have been made at Newbury Magistrates' Court, Berkshire, yesterday when a warrant was issued for the arrest of a man alleged to have fled to the United States with his daughter, aged four.

The Director of Public Prosecutions acted, for what is understood to be for the first time, the Child Abduction Act of 1984, intended to prevent a parent from taking a child out of the country against the other's wishes. Conviction carries a maximum penalty of seven years' imprisonment.

The girl lives in Newbury with her mother, who was divorced last year. Under the terms of the divorce the couple had joint custody of the child, but the mother was granted care and control.

Her former husband was permitted to pick up his daughter from her home on Saturdays on condition that he

returned the child the following evening.

It is alleged that he collected her on December 7 last year but failed to deliver her back home on December 8.

The mother alerted Thames Valley Police who, it is alleged, established that father and daughter flew from Gatwick airport to Newark, New Jersey, on December 7 and have since been living in New York. The child was born in the US and holds dual nationality.

Signed statements from the mother, her own mother, the father's works supervisor, his landlord and a booking clerk at Gatwick were presented to the court in support of the DPP's application.

Mr Richard Morgan, solicitor for the DPP, told the court: "The information alleges that he abducted his daughter contrary to section 1 of the new Act." The magistrate granted

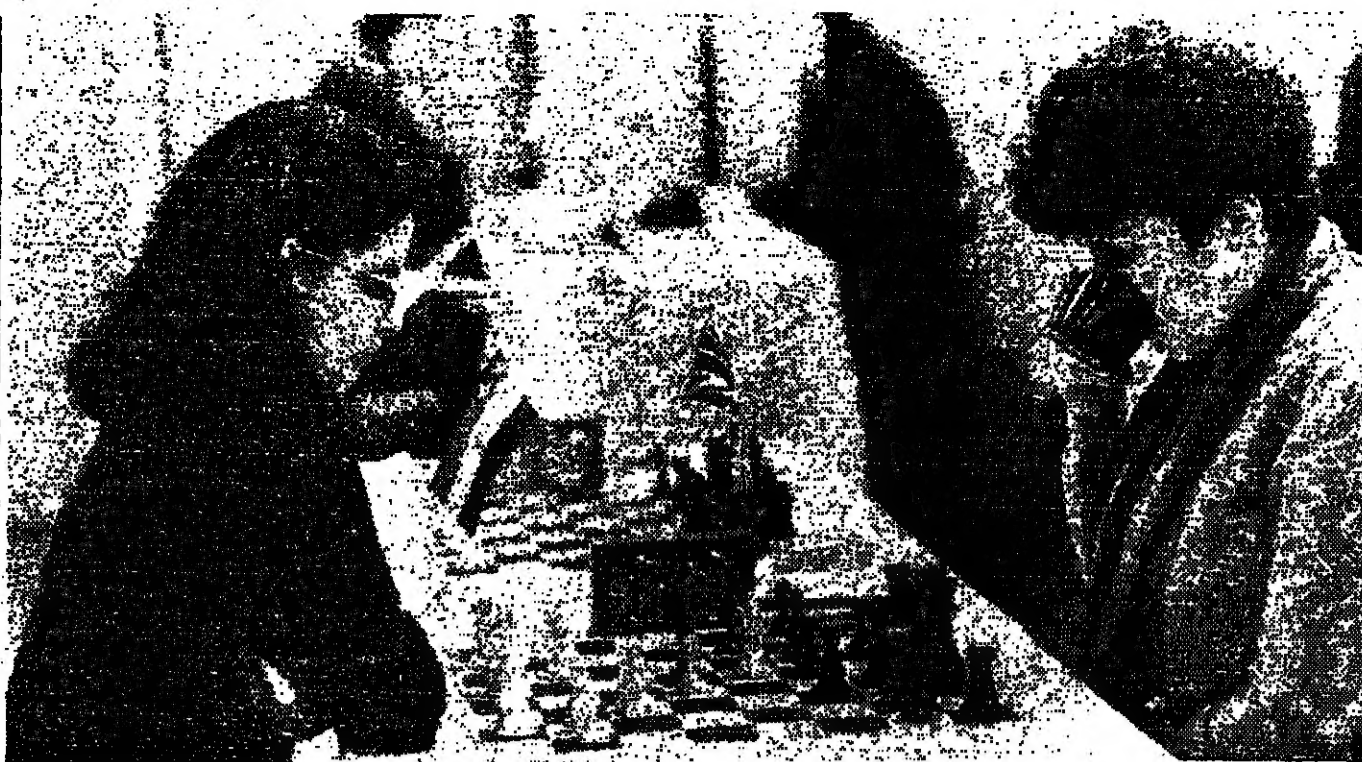
the application after reading the statements.

After the case, Mr Morgan said that the papers would be sent through the Home Office and the Foreign and Commonwealth Office to the US.

"Under the Treaty we have with the US, we would expect the American authorities to begin proceedings leading to extradition," Mr Morgan added.

If the father is returned, he would then face trial at Reading Crown Court under the new Act. Mr Morgan said that the whole process could take months. The US Justice Department will be asked to serve a warrant, which would be followed by an extradition hearing in a New York court.

The mother said after the case: "I am feeling happy now that things have started moving. I hope my daughter will be back with me soon."



Concentrated drink: Bhagyashree Sathé, of India, (left), The British Ladies Co-champion, and Sheila Jackson, of England, the Commonwealth Ladies Champion, during yesterday's fifth round of the Commonwealth Chess Championships at the London Docklands Museum. (Photograph: John Voos)

Fumes led to deaths from cold, inquest told

Mrs Helen Smith, aged 31, and her daughter Natasha, aged 11, who were found dead in their London flat, died of hypothermia due to carbon monoxide poisoning, a pathologist told an inquest at Southwark yesterday. Traces of the gas were found in the bodies. Professor Hugh Johnston said.

Mrs Smith's son Michael, aged 13, who was found barely alive in the flat in Doddington Grove, Southwark, south-east London, died two days later in hospital.

Professor Johnston told the inquest there were no traces of carbon monoxide in Michael's blood, but further tests were being carried out on all three. He said to Dr Vernon Foster, the deputy coroner: "The fact that three people should be overcome in one place is very suggestive of inhalation of carbon monoxide."

He gathered from the police that there were several possible sources of gas: the heating system, a gas fire or paraffin heaters. But there was still a great deal of investigation to be done before any conclusion could be reached.

Dr Foster asked: "So it would be quite wrong to jump to hasty conclusions?" Professor Johnston: "I think it would be very wrong to do so until the whole business has been thoroughly looked at by experts."

The inquest was adjourned until March 21.

Seven people were admitted to Southampton General Hospital yesterday after a gas leak was reported in Julian Close, Chilworth, on the city outskirts.

Mr James Roberts, aged 34, his wife Katherine, aged 32, her sister-in-law Mrs Felicity Gagan, and their children Peter Roberts, aged seven, Edward Roberts, aged nine, Thomas Gagan, aged nine, and Hannah Gagan, aged 22 months, were all taken to hospital after Mrs Gagan raised the alarm.

Head seeks more power for parents

By Lucy Hodges Education Correspondent

Schools do too little for parents and do not listen to them enough, Mr Michael Marland, headmaster of North Westminster Community School in London, said yesterday.

Giving his first open lecture as visiting scholar at the faculty of educational studies at Southampton University, he said teachers did not have much to be proud of when it came to the thoroughness, intelligence and sensitivity they showed in their work with parents.

Too many people assumed that parents did not care about schooling and were not competent to support their children's education. "Schools need more political and community support to strengthen their power," he said.

"They will not get it if they try to go it alone. Parents not only deserve power, but the schools need them to have that power for the strength it gives the school."

Arguing that few substantial attempts had been made to find out what parents felt and thought, he called for better training for teachers in the professional skills in relating to parents and described a 20-point programme for schools which would strengthen links with parents.

Mr Marland doubted that local education authorities and school inspectors (HMI) had detailed knowledge about home-school links.

Parent-teacher associations were not an effective way of consulting and planning with parents, he said, because teachers tended to dominate such groups. Even where they did not, compromise statements of views were less valuable in consultation than a clear parental expression of opinions.

Instead he recommended a formal parents association to encourage direct consultation between school and parents. Teachers should be trained in the skills of report writing, drafting letters explaining in a way which is open to question and comprehensible, joint planning and listening to parents.

Libyan terror bomb gang is jailed

Three Libyan students who ganged together to terrorise fellow countrymen opposed to the regime of Colonel Gaddafi were jailed for a total of 23 years yesterday. A fourth student was acquitted at the end of a 13-day trial at Manchester Crown Court, on a charge of conspiracy to cause explosions.

Seconds after being embraced in the bullet-proof dock by their leader Khalid Mansour after hearing the verdict the acquitted student, Abdulalam Shnayb, aged 19, collapsed, but quickly recovered.

The judge, Mr Justice Cantley, told the three before passing sentence: "In these days, there is a fashion among fanatics and all sorts of off people to try to impose their views on others by lethal processes such as bombings, and it is a lamentable fact that any two or three or more people, a minority, can inflict this kind of outrage on the general public."

TV series is aimed to help jobless

By Bill Johnstone Technology Correspondent

A television programme to help parents and children to appreciate the uses of home and school computers is one of a new set of broadcasts designed by the BBC to educate people about living in the 1980s in a society with high unemployment.

Technology, young people, health, home life and modern languages are the five principal areas to be covered by the broadcasts. The programmes are part of a strategy to be adopted by the corporation, where five educational departments involved in programme creation are to combine to form a "task force".

The priority of the group is to help people to cope with the problems created by unemployment.

According to the corporation, the new programmes will deal with the effects of industrial change in society.

Decline of the British gambler

By Rupert Morris

Casinos are becoming more popular, racetracks less so, as the amount Britons spend on gambling each year declines, according to a report published yesterday.

About half the money lost by gamblers each year goes into the coffers of the country's 119 casinos, the report by Mintel, a marketing information service, says.

Only 19 of those casinos are in London, but they accounted for 73 per cent of the "drop" - money exchanged for chips - in 1982/3. That was largely as a result of the big sums wagered by foreign punters.

The casino "drop" in 1983 was £1,218 million, a 21 per cent increase on the previous year's figure. That compares with a national total of £2,000 million of consumer expenditure, that is, the amount lost every year in gambling.

Mr Richard Eassie, chairman of Mintel, said yesterday: "There is no dramatic change, but there is no doubt that gambling by ordinary people is declining."

Football pools remain popular, in spite of their low return to the punter of only 35 per cent of the money staked.

| ANNUAL CASINO DROP | | |
|--------------------|-------|---------------------------|
| | £m | % change on previous year |
| 1975 | 351 | - |
| 1976 | 477 | +36 |
| 1977 | 680 | +43 |
| 1978 | 727 | +7 |
| 1979 | 919 | +26 |
| 1980 | 930 | +1 |
| 1981 | 938 | +1 |
| 1982 | 1,007 | +8 |
| 1983 | 1,218 | +21 |

Source: Gaming Board

Murder case detectives seek two running men

By Tony Samstag

Detectives investigating the murder of the son-in-law of Lord Normanby are looking for two men seen running from the flat in which he died just after midnight on Tuesday morning.

Mr Adam Charles Sedgwick, aged 32, was shot to death at a flat in Fabian Road, Fulham, south-west London, where he was living apart from his wife, Lady Henrietta, Lord Normanby's fourth daughter. Mr Sedgwick, who worked in the

film industry, was thought to have been involved in a drugs deal that went wrong.

Police interviewed two residents of the flat, a man and a woman, as witnesses on Tuesday night, and appealed yesterday for anyone who might have seen two men running away at 12.30 to 12.45 on Tuesday morning to get in touch. Detective Superintendent Graham Seaby is leading the inquiry at Hammersmith

Record convictions by RSPCA

By Tony Samstag

The Royal Society for the Prevention of Cruelty to Animals brought prosecutions against 1,932 people last year and achieved 1,889 convictions, the society reported yesterday.

The figures represented the highest number of cruelty cases since the society was founded 161 years ago, and the most convictions since the Second World War. Reasons for the increase included improved communications among the 230 inspectors in England and Wales, and several coups in detecting offences involving wild birds under the Wildlife and Countryside Act, the society said.

More than a million telephone calls were received by inspectors, also, a record, averaging one call every 32 seconds. Inspectors reported that significant numbers of calls were not concerned with suspected cruelty, however, but represented pet owners who were unemployed and could no longer afford to keep their animals or to have them treated when they were ill.



Miss Groves yesterday: Help for jobless

Miss Kathy Groves, an inspector, described in Barnsley, south Yorkshire, one of only eight women inspectors, described her 200-square-mile area as one in which "demand on the inspector's time is high because of unemployment and the miners' strike". The society helped such cases where poss-

MOST FREQUENT CRUELTY OFFENCES 1984 (1983 in brackets)

| | |
|----------------------------|-----------|
| Dogs | 880 (682) |
| Cats | 171 (182) |
| Horses, ponies and donkeys | 78 (67) |
| Cattle, sheep and pigs | 90 (80) |
| Wild birds | 468 (551) |

OVERALL WORKLOAD

| | |
|------------|-----------------|
| Complaints | 47,362 (39,867) |
| Cautioned | 4,532 (4,385) |
| Convicted | 1,889 (1,337) |
| Dismissals | 43 (37) |
| Monitions | 131 (145) |

Source: RSPCA

ible, she said, rather than see the animals be abandoned or put down.

Mr Basil Farrant, an inspector based in south London and an expert on birds of prey, said unemployment had probably contributed to an "epidemic" of thefts from the wild of birds, eggs and nests.

Of last year's convictions, 22 resulted in prison sentences with another 11 suspended. Cruelty to dogs was the most frequent offence.

Report on caning 'not a libel'

A false report that caning was carried out at Burnsville County Infants' School, Clacton-on-Sea, Essex, under the headmistress, Mrs Joyce White, was not libellous because society believed caning was acceptable, Mr Stephen Sedley, QC, argued for the defence in the High Court yesterday.

Mr Sedley, defending Mr Tom Scott, an anti-caning campaigner, against Mrs White's libel claim, told the jury: "Society believes caning is acceptable if it is used in moderation. As a result there is no tangible damage to Mrs White's name and no libel is made out."

Mr Scott, of Dean Cross Street, Stepney, east London, education secretary of the Society of Teachers Opposed to Physical Punishment (STOPP), denied libelling Mrs White in a press release.

It was confirmed yesterday that Mr Terry Waite, the Archbishop of Canterbury's special envoy, visited the general public.

Repossessed homes at record level

By Christopher Warman, Property Correspondent

The number of houses repossessed by building societies because of repayment difficulties has reached record level, according to a report published yesterday by the Building Societies Association.

The latest detailed figures are for the first half of 1984, when 5,230 of a total 602 million properties were repossessed. The estimated total for the whole of 1984 is about 11,000, not far short of two properties in 1,000.

In 1983, repossessed properties totalled 7,400 out of about six million loans; slightly more than one property in 1,000.

The report says the main causes of mortgage arrears are unemployment (about 40 per cent), matrimonial difficulties (30 to 40 per cent) and financial mismanagement (20 per cent).

Sinclair to invade US market

By Bill Johnstone Technology Correspondent

Sinclair, the largest supplier of home computers in the British high street, is to launch an attack on the north American market in May with mail-order sales of its QL microcomputer.

The company has been trading in the United States since 1980 but its sales in recent years of microcomputer models have been modest. In the two years before February 1984 the machines were sold by Times. Sinclair pulled out of the US a year ago.

The QL will be the first of three British products to be unveiled in the US next year. The other two are an international version of the flat screen television, launched in Britain about 18 months ago, and an FM radio wrist watch.

April 6th Time to mark the changes to N.I. contributions.

EMPLOYEES AND EMPLOYERS (CLASS 1)

Percentage rates will be unchanged, but the lower and upper earnings limits will rise to £35.50 and £265 a week respectively.

| | EMPLOYEES | EMPLOYERS |
|--|---|---|
| NOT CONTRACTED-OUT. Standard: | 9% | 10.45% |
| NOT CONTRACTED-OUT. Married women and widows with reduced liability: | 3.85% | 10.45% |
| CONTRACTED-OUT. Standard: | 9% on first £35.50 a week and 6.85% on earnings between £35.50 and £265 a week. | 10.45% on first £35.50 a week and 6.35% on earnings between £35.50 and £265 a week. |
| CONTRACTED-OUT. Married women and widows with reduced liability: | 3.85% | As Standard Contracted-Out. |

New colour-coded contribution tables are being sent to employers. If you haven't received them by March 19th contact:*

*Your local social security office - for Not Contracted-Out tables (CF 391).

*Contracted-Out Employments Group, DHSS, Newcastle-upon-Tyne NE98 1YX - for Contracted-Out tables (CF 392).

Do not use the present tables for payment of earnings after April 5th, 1985. The new tables, for use from April 6th, 1985, will be coloured green.

Each tax year the colour will change in a three year cycle to include blue and red.

SELF-EMPLOYED (CLASS 2 AND CLASS 4)

Class 2 contributions will go up to £4.75 a week from April 7. Apply for exception from liability if you expect your 1985/86 earnings to be less than £1,925.

Important notice for the self-employed: From April 6th, 1985 Class 2 contributions paid after the end of the tax year following that in which they were due will normally have to be paid at the higher, current rate.

Contributions due in the tax year ending April 1984 will be the first to be affected by the new rules.

Avoid paying extra by paying on time.

Class 4 contributions will stay at the same rate: 6.3% of profits between the lower and upper limits, which for 1985/86 are £4,150 and £13,780 respectively.

VOLUNTARY CONTRIBUTIONS (CLASS 3)

Class 3 contributions will go up to £4.65 a week from April 8th.

FULL DETAILS OF CONTRIBUTION CHANGES

See leaflet NI208/April 1985, available at post offices and social security offices.

STATUTORY SICK PAY (SSP)

New rates for April 6th, 1985 - April 5th, 1986 are:

| AVERAGE WEEKLY EARNINGS | SSP WEEKLY RATE |
|-------------------------|--|
| £71.00 or more | £44.35 (Standard) |
| £53.00-£70.99 | £37.20 (Middle) |
| £35.50-£52.99 | £30.00 (Lower) |
| Under £35.50 | Nil - employee is not eligible for SSP |

For further information see leaflet NI227: Employers' Guide to Statutory Sick Pay, and also the back of the N.I. Contributions tables.

PARLIAMENT FEBRUARY 20 1985

Arms race in Middle East

Procedure protest

Shipping inquiry

Withdrawal might lead to review of arms embargo on Israel

ARMS SALES

It was for each member state of the European Community to decide its own policy over arms sales to the Middle East. Mr Richard Luce, Minister of State, Foreign and Commonwealth Office, explained in the Commons after Mr Thomas Clarke (Monklands West, Lab) had asked for discussions within the EEC on the issue.

During the exchanges Mr Luce indicated that the British arms embargo imposed on Israel in 1982 could be reviewed as the Israeli withdrawal from the Lebanon was completed.

Mr Clarke: Does not the arms race in the Middle East worry Mr Luce? Is not the imbalance deliberately created by the United States causing difficulties for the moderate Arab countries which are being driven into the hands of the Soviet Union despite the fact that the United States say that is not their intention?

Mr Luce: Everything must be done to strengthen the prospects for peace and stability in the Middle East, particularly in the Lebanon. The sales of arms must be judged against that background and on whether or not they are likely to exacerbate the conflict. We have a strict criteria in that respect.

Mr Michael Latham (Rutland and

Melton, C): Since the Government agreed there should be an EEC arms embargo against Israel as a result of the Lebanese war, will Mr Luce confirm that when the Israelis withdraw there will be no possible basis for continuing with the arms embargo?

Mr Luce: It was a British Government decision in the summer of 1982 to impose an arms embargo on Israel arising from the invasion of the Lebanon. Following an EEC meeting at the end of June, the Belgian President said no member of the EEC was supplying arms to Israel.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Cyril Townsend (Bexleyheath, C): Is it not the case that there are common policies in the EEC on arms sales, but nevertheless we do exchange views on arms sales policies from time to time?

Mr Luce: It is not the case that there are common policies in the EEC on arms sales, but nevertheless we do exchange views on arms sales policies from time to time.

Mr Luce: I cannot put my finger on every source of arms, but it is in the interest of Britain to see the

sovereignty of the Lebanon Government respected throughout the Lebanon. That means we want to see all foreign troops withdrawn from the Lebanon to give that country a chance to survive on its own.

Mr Denis Healey, chief Opposition spokesman on Foreign and Commonwealth Affairs, said: Nothing would do more to increase the prospects of peace and stability in the Middle East than a sharp reduction in foreign arms, not only in the EEC but the Communist bloc and above all the United States.

What representations have been made to the United States Government to ensure this matter is discussed in the United States/Soviet Union talks on the Middle East?

Mr Luce: The Prime Minister is having discussions with President Reagan and Mr Shultz and the Middle East will be very much a major topic of conversation.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I cannot put my finger on every source of arms, but it is in the interest of Britain to see the

Next payout might be bigger

EEC FINANCE

Supplementary finance which the United Kingdom would have to provide to the European Community in its next financial year would be higher than that approved for the current year if figures submitted by the EEC Commission proved correct, Mr Malcolm Rifkind, Minister of State for Foreign and Commonwealth Affairs, indicated in the Commons.

But he pointed out, during exchanges about EEC finances, that last year the Commission's proposals had been reduced by more than half. He said it might indeed be necessary in the current year to provide for further supplementary finance if "own resources" proposals were not brought forward.

He had no doubt that if it was necessary to ask the House to approve supplementary finance for this year, the House would have the same full opportunity as it had had recently, to express its views.

It had been made clear to every member state that approval of the House of Commons was required before any additional expenditure could be agreed.

Mr Ronald Davies (Caerphilly, Lab) had asked if the Foreign Affairs Council of the EEC had considered a further supplementary loan as a way of financing EEC expenditure in the coming year.

Mr Rifkind: The Commission have come forward with figures which represent at the moment the sums due. We have not had the opportunity to consider them in detail, but if they are correct they would undoubtedly represent a higher amount than the previous year.

However, as I indicated, the Government intend to scrutinise any proposals by the Commission to see to what extent those figures are unnecessarily high.

Mr Denis Healey, chief Opposition spokesman on Foreign and Commonwealth Affairs, said: The result of all this year's and careful scrutiny is always to give in to the Community. As a matter of fact and practice, there is no chance of the Community's budget being reduced this year.

Mr Rifkind: If Mr Healey had done his homework, he would appreciate that on the last occasion this year's budget was agreed, the Commission proposals were reduced by

more than a half by the efforts of Mr Ian Stewart, Economic Secretary to the Treasury.

He said: We have not got our money yet, but is incorrect again, because the rebate for the year was paid and the House was asked to approve further proposals and it was paid.

At discussions in the Foreign Affairs Council, there was unanimous agreement that the same should be paid in accordance with the provisions of Fontainebleau summit. The Government is satisfied that that obligation will be properly satisfied.

Mr George Robertson, Opposition spokesman on EEC affairs, during other exchanges said: The Labour Party supported the accession of Spain and Portugal and he asked: Given the shambles of the EEC Foreign Affairs Council yesterday (Tuesday), when does the Commission expect this year's budget to be agreed?

Mr Rifkind: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

House sits late despite minister's concession

FLUORIDATION

The Government will be passing down to the House of Commons (Fluoridation) Bill, which is considered in the House of Lords to compel health authorities to carry out public consultations before any water authority is asked to fluoridate the public supply in its area.

Mr Kenneth Clarke, Minister for Health, gave this undertaking in the Commons early today (Wednesday) when the Bill was being considered at its report stage. He underlined, however, did not prevent the House continuing with the Bill until after 3am, and disposing of only one group of amendments by then.

The amendment offered various means by which health authorities could "consult" water consumers through elected local authorities, and by a referendum.

The debate did not start until nearly 11pm when Mr John Gillingham (Tyne and Wear, C) moved a group of amendments for consultation with local authorities. This, and alternatives were supported by Mr Gillingham and several others.

Opposition came only from Mr Nicholas Fairbrother (Farnham, C), who said that it was wrong that the one who was "everywhere" required a "consult" before fluoridation was carried out.

Mr Clarke, replying to the debate, said: I have no doubt that the Government will be passing down to the House of Commons (Fluoridation) Bill, which is considered in the House of Lords to compel health authorities to carry out public consultations before any water authority is asked to fluoridate the public supply in its area.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

Convention not yet ratified

WOMEN

The Government hoped soon to be able to announce its decision on ratifying the United Nations convention on the decade for women. Mr Timothy Renton, Under Secretary of State for Foreign and Commonwealth Affairs, told Mr John Richardson (Barking, Lab) during Commons questions when she raised the issue.

We are (he added) still considering this convention in the light of our existing legislation. Mr Anthony Marlow (Northampton North, C) would he enlighten everyone in the United Nations and elsewhere that in this country, at least we have no time for "the woman's movement" (Laughter). In this country we are not equal and think that women - most of them, anyway - are different.

Mr Renton: We have not yet taken a decision on whether to sign the convention in July 1981, because we are - and I am sure he does, too - its central objective of eliminating discrimination against women. We have a long tradition of concern about human rights and discrimination wherever it occurs.

We live in a world where discrimination against women is still commonplace. It is against that background that we are originally signed this convention. Mr Jeremy Corbyn (Islington North, Lab) would he condemn the remarks just made by Mr Marlow as disgraceful and offensive to women in this country and throughout the world? There is a strong body of opinion in this country that finds discrimination against women anywhere offensive.

The Government should try to reflect the view of the majority of people in this country and therefore play an active part in UN efforts to outlaw discrimination against women throughout the world.

Mr Renton: Mr Corbyn is quite capable of doing his own condemning and his own condemning. I am sure that there is a strong body of opinion in this country that finds discrimination against women anywhere offensive.

We have a long history of concern in this country about discrimination against women. We have a long tradition of concern about human rights and discrimination wherever it occurs.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

Mr Clarke: I am pleased he is in favour of Spain and Portugal joining the Community. I would be pleased to hear a statement that the Labour Party is in favour of Britain leaving the Community.

The new clause was rejected by 95 votes to 55 - Government majority 43.

The government then moved that the debate should be adjourned until another day, but even at that late hour, MPs discussed the suggestion for nearly an hour, demanding that the Government should be asked to "clarify" the debate.

Some leading Labour MPs, it was said, had voted with the Government to close the debate, and Mr Peter Sainsbury, an Opposition spokesman on transport, defended that, saying it was a "very good" vote.

Mr Golding intimated that he did not blame those who had voted to hear no more of his speech. He had come into the Chamber at 10.30pm looking for a lift home, and had stayed. Conservative ministers would have to face the wrath of the Prime Minister when he returned from America, he said, but he would have to face his wife's anger. The House finally adjourned at 3.42am.

Speeded passage of Bill 'dangerous precedent'

TRANSPORT

Labour MPs used a procedural business motion on the London Regional Transport Bill to press strongly at the speed with which the Bill was being pushed through the Commons. Originally down for Thursday, it was brought forward to today (Wednesday) in a change of business announced last (Tuesday) night.

The business motion sought to allow more than one stage of the Bill to be taken on the same day.

Leading the protest, Mr Nigel Spearman (Newham South, Lab) said this was a matter of concern to all backbenchers. The Bill, which authorised the payment of £50 million to London Regional Transport from London ratepayers had received its second reading only at 10pm the previous evening.

Originally the remaining stages were to be taken on Thursday, which left a minimum of two days for the preparation of amendments. The Leader of the House could have arranged for other business to be considered today rather than the remaining stages of the Bill.

After listening to the Secretary of State for Transport and reading his speech in Hansard he found it difficult to understand what he had been saying.

Mr John Biffen, Lord Privy Seal and Leader of the House, said he rejected any suggestion that what he was proposing was improper. It was a proposal but not unprecedented. He accepted that it was inconvenient.

Mr Ian Mearns (Barnet and Hendon, C) said it was a bad precedent and therefore used it only as a last resort when there was some particularly good and weighty reason. No one could pretend that

there was such a reason on this occasion. The Leader of the House was asking the House to carry the can for a mistake, possibly more than one mistake, made by one of his colleagues. It would not be the last occasion on which a mistake would be made. The principle from which the House would try to get this short-cut slippery procedure through the House and the victims might not always be on the same side of the House.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Mr Luce: I am watching with great interest and welcome the withdrawal of Israel from the Lebanon and the question of arms is a matter that can be reviewed as withdrawal is complete.

Private Bills

The Swansea City Council (Tawe Barrage) Bill and the Dartmouth Common Bill were read a second time in the House of Lords.



The former TUC general secretary arriving at the House of Lords yesterday to take his seat as Baron Murray of Epping Forest of Telford in the county of Shropshire. Flanking him are his sponsors, Lord Cledwyn (left) and Lord Blease.

MP's concern over Spanish airports

TOURISM

Mr Timothy Renton, Under Secretary of State for Foreign and Commonwealth Affairs, promised in the Commons at question time to look at airport safety and aircraft landing arrangements in Spain for future discussions with the Spanish authorities.

Mr Mervyn Rees (Leeds South and Morley, Lab) had said there was concern about some Spanish airports in particular. It was time that steps were taken to improve them in view of the many people going to Spain from all parts of Britain.

Mr Renton said he had recently been to Spain to consider arrangements for the safety of the many British tourists who went to Spain for their holidays.

Parliament today Commons (2.30): Debate on the Royal Air Force, Lords (3): Shipbuilding Bill, second reading. Motion on Prevention of Terrorism (Temporary Provisions) Act, Films Bill, second reading.

Responding to the West

TURKEY

It would be wrong for Britain to turn her back on Turkey when she was responding to representations from the West to improve human rights.

Mr Richard Luce, Minister of State for Foreign and Commonwealth Affairs, said during Commons questions.

On the contrary, he told MPs, Britain should encourage Turkey, and this was why Britain had encouraged the release of European Economic Community aid to her.

He said the Government was aware of allegations of many months about abuse of human rights in Turkey but should acknowledge progress which had been made. Martial law had been lifted in 33 of the 67 provinces; the population of military prisons had been cut from 43,000 in 1981 to 10,000 last year; over 100 police officers had been convicted for ill-treatment of prisoners.

Mr Luce was answering Mr George Robertson, Opposition spokesman on foreign and Commonwealth affairs, who said Amnesty International had published reports last week showing there was still

widespread official torture in Turkey. Thousands of Turks (he said) are facing the death penalty in Turkish jails. What conceivable justification could there be for Sir Geoffrey Howe, the Foreign Secretary, offering his help in unblocking EEC aid, the one effective means by which Turkey has been brought closer towards democracy?

How does Mr Luce think this support, given in Ankara to the Turkish Government as it is now, will help the prisoners languishing in the jails of Nato partner?

Mr Richard Boyes (Houghton and Richmond, Lab) asked if Sir Geoffrey Howe, on his Turkish visit recently, had had the chance to make strong representations to the Turkish government that Britain's relations with Turkey would not improve until Turkish peace prisoners languishing in fousy, stinking jails were freed.

Mr Luce said Turkish leaders had been made aware of the anxieties of MPs, the Government and the people on human rights. But considerable Turkish progress towards restoring democracy and strengthening human rights should be acknowledged. Before 1980 there were 20 political murders daily on average.

Study of British merchant fleet

SHIPPING

The results of a Government study into the requirements of the merchant fleet in an emergency in time of war will be known by the middle of this year but whether they will be made public has not been decided, Lord Brabazon of Tara, the Government spokesman, said during question time in the House of Lords.

Lord Grimond (T) raised the point when he asked what the tonnage of the British merchant fleet had been in 1965, what it was today and what the Government expected it to be in 1990.

Lord Brabazon of Tara: The United Kingdom registered merchant fleet in ships of 500 gross tons and over at the end of 1965 was 26.7 million deadweight tonnes and 22 million at the end of 1984. No official forecasts are made of the future size of the fleet.

Lord Grimond: Only two new merchant vessels registered under the British flag have been built since last July, excluding replacements for the Falklands and the British flag is becoming known as a flag of inconvenience rather than of convenience. Can he assure the House that the Government will look at how it expects this market to be supplied in the event of war?

Lord Brabazon of Tara: The Department of Transport is at present engaged in three studies in respect of shipping requirements at such a time and it is employing the Lloyd's Sea Group consultants to carry these out.

The studies cover the future supply and demand position to 1985 for bulk shipping, that is, bulk carriers and dry bulk shipping taking into account United Kingdom non-military requirements in time of war the same area but for general cargo shipping and passenger ships and a general study with

the Ministry of Defence to ascertain whether the fleet will be able to meet the requirements over the next five years and to 1992.

Lord Shillwell (Lab): Unless something constructive is done we will no longer be able to claim to be maritime nation.

Lord Brabazon of Tara: The Government is concerned but it is important to remember that tonnage is not the only thing we should look at. It is a question of interdependence. Will the National Union of Seamen and the Council of British Shipping be involved?

Lord Brabazon of Tara: This is a study rather than an inquiry. We have set up a consultative shipping group with the United States and this is making progress on agreements to preserve competition between us and the Americans. We are now considering how to protect this further.

Lord Cledwyn, leader of the

Opposition: Can he say what the terms of reference are and when the results are likely to be published?

Lord Brabazon of Tara: I cannot at the moment say whether the results will be published. They are likely to be available to the Secretary of State in the middle of 1985.

Lord Cledwyn: The terms of reference should be extended to include the needs and resources for the decline and the possibility of expansion.

Lord Brabazon of Tara: In regard to times of peace, there has been a great change in the world made over the last few years. There has been an emergence also of competition from less developed countries whose crewing costs are considerably below those of our own. In a situation where freight rates are very competitive at the moment, the emergency cost of defence is very important.

Mr Christopher Darbey, for the prosecution, told Bridgend magistrates that Goldsmith "had a contemptuous disregard for the road traffic regulations and, indeed, for the safety of other people".

Goldsmith's full list of convictions was 18 for no licence, 13 for no driving licence, nine for defective five, five for inefficient brakes, eight for no tax, two for defective lights, one for defective headlamp, two for defective exhaust, one for failing to produce registration document, one for false tax disc, one for missing number plate, one for defective windscreen wiper, and one for defective speedometer.

Building site crime wave Britain's main civil engineering, plant hire and building companies have joined forces to combat a crime wave said to be causing losses worth millions of pounds from construction sites.

The site operators believe that an organized criminal network has been established to steal large pieces of machinery and ship them abroad. Even big and cumbersome vehicles such

as excavators, bulldozers and cranes have been removed and the builders suspect they are being stripped of their value. The crime is said to be particularly prevalent in the south-east of England.

In the face of what the industry says is a lack of awareness on the part of the police and Customs officials, a joint action committee has been formed to represent the construction industry.

Mr Roy Snape, for the defence, describing Goldsmith's fascination for cars, added: "Some people have it for cars. But there are many young men who would not be a motor car as almost the be-all and end-all of life."

Goldsmith's full list of convictions was 18 for no licence, 13 for no driving licence, nine for defective five, five for inefficient brakes, eight for no tax, two for defective lights, one for defective headlamp, two for defective exhaust, one for failing to produce registration document, one for false tax disc, one for missing number plate, one for defective windscreen wiper, and one for defective speedometer.

Building site crime wave Britain's main civil engineering, plant hire and building companies have joined forces to combat a crime wave said to be causing losses worth millions of pounds from construction sites.

The site operators believe that an organized criminal network has been established to steal large pieces of machinery and ship them abroad. Even big and cumbersome vehicles such

as excavators, bulldozers and cranes have been removed and the builders suspect they are being stripped of their value. The crime is said to be particularly prevalent in the south-east of England.

In the face of what the industry says is a lack of awareness on the part of the police and Customs officials, a joint action committee has been formed to represent the construction industry.

Mr Roy Snape, for the defence, describing Goldsmith's fascination for cars, added: "Some people have it for cars. But there are many young men who would not be a motor car as almost the be-all and end-all of life."

Goldsmith's full list of convictions was 18 for no licence, 13 for no driving licence, nine for defective five, five for inefficient brakes, eight for no tax, two for defective lights, one for defective headlamp, two for defective exhaust, one for failing to produce registration document, one for false tax disc, one for missing number plate, one for defective windscreen wiper, and one for defective speedometer.

MPs' lie detector report stops short of urging business ban

By Richard Evans, Lobby Correspondent

A House of Commons report on the polygraph, the controversial lie detector machine already in use at the Government Communications Headquarters at Cheltenham, (GCHQ) stopped short yesterday of recommending that it should not be used by British businesses.

The refusal of the employment select committee to advocate such a ban, while accepting the polygraph was unreliable and would damage individual rights and industrial relations if it became a "tool of management", was immediately condemned by a Conservative MP who helped to prepare the report.

Mr John Gorr, MP for Hendon, North and a senior member of the select committee, said: "The evidence was all there to justify calling for an outright and immediate ban on the use of the polygraph in the private sector."

As foreshadowed in *The Times* last week, the MPs' 10-month inquiry into the polygraph's implications for industrial relations and employment has concluded the use of the lie detector for pre and post

employment tests would be "most undesirable". But the select committee, after considerable internal disagreement, claims that, because of the use of the polygraph by British employers is almost non-existent, there is no need to ban it.

Instead, the select committee urges the Government to keep the situation under review and to consider if private sector demand for lie tests increases, to introduce a licensing system for polygraphers, backed by a code of practice and "consider" banning the machine.

Mr Gorr said yesterday: The select committee has settled for something that is less than satisfactory. The report may be unanimous, but unfortunately, it represents a unanimous compromise.

The issue on which the committee should have been forthright related to protecting the rights of the individual. By declining to call for an immediate ban on the polygraph until safeguards are in existence, the committee has dodged the most important issue involved."

Mr Gorr's comments are believed not to be aimed at Labour MPs on the select

committee, most of whom favoured an outright ban, but at his Conservative colleagues, in particular Mr Tony Baskry, whose Banbury constituency is close to GCHQ.

However, in its report, the Conservative dominated select committee identifies a number of arguments against the use of the polygraph in the employment field.

They are the low level of accuracy of polygraph tests in this area, the inadequate training, education and experience of most polygraphers, problems with intrusive questioning about irrelevant matters, the psychological pressures affecting individuals rights not to take the tests, the effects on the morale of a workforce when lie tests are introduced and the opposition of trade unions.

Mr Campbell Christie, deputy general secretary of the Society of Civil and Public Servants, yesterday demanded that the Government abandon the polygraph pilot scheme at GCHQ (the Press Association reports).

He called the polygraph test "the spy's ticket to a successful Civil Service career".



Anniversary guest Mr Ronald Thick, managing editor of *Soldier*, the British Army magazine, holding a copy of the first issue, showing a paratrooper whose identity he is trying to establish in time for the magazine's fortieth anniversary celebrations. *Soldier* was first published on March 19, 1945.

Photograph: Harry Kerr.

Death crash car 'on wrong side'

A woman aged 74 who drove more than a mile the wrong way along the fast lane of a dual carriageway later told police: "I can't think how it happened."

A statement to the police by Mrs Ada Cullen, a retired social worker, of Sutton Courtney,

Extradition law may be changed to net more international criminals

By Peter Evans, Home Affairs Correspondent

Radical changes in extradition law are being considered by the Government to make it easier to bring criminals such as international terrorists and drug-traffickers to justice.

The most far-reaching proposal would allow any evidence to be admitted in British courts that was admissible in the courts of the state requesting extradition.

Until now the inquisitorial system of justice in many countries, compared with the accusatorial system in Britain, has made it almost impossible for some states to produce evidence in an accepted form.

The proposal is included for discussion in a Green Paper published yesterday. It says that the basic framework of extradition law has not changed in line with the growth of international crime.

The Government, considering legislation on extradition, to be framed in the light of reactions to the Green Paper, has already reached the preliminary conclusion that a key feature of the present system should be changed.

The system relies on a list of offences which are extraditable and precisely identified. Instead extraditable offences would be defined in future as in most other countries by severity of punishment. Those qualifying would carry a minimum imprisonment of 12 months.

The adoption of the new method, used in the European Convention on Extradition, would make a wider range of offences extraditable, the Green Paper says.

Given the absence of committal procedures in many countries, the requirement that they should establish a *prima facie* case in English law against the person they want is seen as a serious obstacle.

Any limitation in the *prima facie* requirements would represent a substantial change to extradition law and would significantly improve the prospects of a request succeeding.

But while some may regard that as ensuring that justice is done in the place where the alleged offence was committed, others will see it as changing the balance of the law against the defendant.

The Green Paper says that the implementation of changes discussed would yield benefits to Britain and to foreign countries generally.

The direct effect of changing the law in the ways proposed would probably be to increase the number of cases for which extradition to foreign countries was possible.

Those countries with which Britain already has extradition arrangements would be likely to be more willing to return offenders here, and other countries might be encouraged to develop arrangements.

Extradition (Command 9421, Stationery Office, £3.30).

Ruling on patients' right to be told of risk

By Frances Gibb

Legal Affairs Correspondent

The House of Lords will rule in a test case today on how far doctors are legally obliged to inform patients of the possible risks involved in a surgical operation.

The case, which has wide implications for a patient's "right to know", has been brought by Mrs Amy Sidaway, aged 73, of East Dulwich, south London, over an operation she had 10 years ago.

Then a fit and active filing clerk who suffered some back and shoulder pain, she underwent a laminectomy operation to relieve the pain. Her spinal chord was damaged and she was left partly paralysed and unable to walk.

The case is the first attempt to introduce into English law a version of the doctrine known in the United States as "informed consent": the need for a patient to be told of all relevant facts in deciding whether to consent to an operation.

Mrs Sidaway does not maintain her operation was incompetently performed, but rather that she was not properly forewarned about possible complications. Had she known of the risk of paralysis, estimated at one in 100, she would never have undergone the operation, she says.

A year ago the Court of Appeal unanimously rejected Mrs Sidaway's appeal. The Master of the Rolls, Sir John Donaldson, said that medicine was not an exact science and that despite the exercise of the greatest skill, things could go wrong.

He held that a doctor's duty of care as to disclosure of information to the patient was a matter for the law and for the courts. The law could not "permit the medical profession to play God", he said. Nor would the courts stand idly by if the profession "by an excess of paternalism denied patients a real choice."

He held that a doctor's duty of care as to disclosure of information to the patient was a matter for the law and for the courts. The law could not "permit the medical profession to play God", he said. Nor would the courts stand idly by if the profession "by an excess of paternalism denied patients a real choice."

Mr Bob Hawke has on his hands three big seemingly endless industrial disputes and an Australian dollar that has plunged to new lows against the US dollar and other main currencies. His personal popularity has taken an eight-point dive and stands at 57 per cent in the latest Morgan Gallup poll. The Government's popularity is down seven points at 43 per cent.

The three industrial disputes, involving power workers in Queensland, public servants in all states and doctors in New South Wales, have undoubtedly influenced the dollar's rapid decline, particularly the public service dispute, which has tied up thousands of millions of dollars of government revenue.

The refusal by public servants to process government funds in support of a pay claim led to hundreds of them being stood down for refusing to obey instructions.

Yesterday the Arbitration Commission agreed to another hearing of their claim for an 8.3 per cent rise, provided the unions called off work bans by tomorrow. It was the rejection of an original claim for an 8.3 per cent rise that led to the present bans and limitations.

With the dollar trading below 70 US cents there is increasing pressure on the Reserve Bank to intervene to support the currency. The Australian dollar was allowed to float in December, 1983.

Neither Mr Hawke nor Mr Paul Keating, the Treasurer, would comment yesterday on the dollar's record fall.



Shared concern: Princess Anne seeing the suffering yesterday of a child in intensive care and its mother at the Child in Need Institute outside Calcutta.

Princess sees how children are saved

From Michael Hamlyn, Calcutta

Princess Anne yesterday met some of the saddest and some of the luckiest children in the teeming slums of Calcutta.

On the first day of her resumed tour of Save the Children Fund projects in India, the Princess called at Mother Teresa's Shishu Bhavan (Children's House) where the Nobel prize-winning founder of the Missionaries of Charity save children from destitution and encourages unmarried pregnant mothers to carry their children to full term. "We try to substitute adoption for abortion," said Sister Margaret Mary, who runs the children's project.

The Princess saw more than 100 tiny children packed into one ward, all under a year old and all already engaged for adoption.

She also met a number of older children who were being adopted by families in Italy, Belgium and Switzerland. Elizabeth, for example, who is deaf and dumb, is being taken soon to Switzerland. She did a little dance of welcome for the Princess. One young girl, Natasha is being adopted by the Kettle family from Liverpool. She is not yet two years old.

Less fortunate by far than these were the children the Princess met earlier in the children's nutrition project on the outskirts of the sprawling metropolis.

Little Khokan Naskare, for instance, is six months old, and weighs just over 5 lb. His mother, Amina Bibi, has two other children, and her husband has another wife as well. She was not breast feeding Khokan but mixing flinned formula for him, very diluted and very polluted. Khokan was having repeated bouts of diarrhoea, and was wasting away.

The fact that the project can help these appalling cases was demonstrated by two children who were among the first customers of the unit 10 years ago. Shajamal was a year old and weighed less than 9 lb. Six months later he was up to 20 lb and 10 years later stood there tall and sturdy to greet the Princess and Deepa, now aged 14, who weighed only 14 lb when she was brought in in 1974.

Today the Princess leaves to see projects down the east coast of India, ending up next week in Madras.

Gang colour identity 'justifiable'

It was justifiable for a newspaper to mention the colour of a gang of black youths who robbed white passengers in a London Underground train after the Notting Hill carnival, the Press Council said today.

It rejected a complaint by Mr R. Crosskey, of Bracewell Road, West London, that it was improper of the *Evening News* and *Post* to identify a gang of thieves as black and their victims as white when colour had no bearing on the story.

The council said that it had ruled many times that people's race or colour should only be used in newspaper reports where it was relevant to the story being told.

But the fact that it was a gang of black youths who robbed white passengers, was relevant to the story about an aftermath to the Notting Hill carnival, directly concerned with ethnic consciousness and racial harmony.

The council added that describing them as black was relevant in helping to identify the youths for whom the police were searching.

BMA head deplores drug list conflict

By Thomson Prentice, Science Correspondent

The conflict between doctors and the Government over the plan to restrict the drugs which can be prescribed or dispensed under the National Health Service is "sad and unnecessary," Dr John Marks, the chairman of the British Medical Association Council, said last night.

"We, as doctors have been attacked for involving our patients in this dispute, but it is our patients, the poor, confused and elderly, who will most certainly suffer," Dr John Marks said at a BMA meeting.

The record £250,000 libel damages paid to 10 policemen linked with rape and blackmail allegations were set aside by the Court of Appeal yesterday.

The officers, who claimed the finger of suspicion was pointed at them after the "scandalous allegations" in the *News of the World*, can keep the £300 each man received, by way of compensation.

But the judges, led by Lord Justice Stephenson, said the £250,000 awarded to each as exemplary damages designed to punish the newspaper were "inordinately high."

Together with Lord Justice Parker, and Mr Justice Park he said the trial judge, Mr Justice Comyn, had erred in his summing up to the jury.

The allegations, which did not name the individual officers, appeared in the paper in

in Barnet, Hertfordshire. The BMA has been opposed to the limited list since plans were announced last November. The list is likely to be published within the next few days.

Dr Marks said: "We believe that a restricted list by statutory regulation will damage the health service. But we are willing to cooperate in implementing real economies, based on generic prescribing and in the education of doctors and patients in the real cost of drugs."

Justice Stephenson, said the £250,000 awarded to each as exemplary damages designed to punish the newspaper were "inordinately high."

Together with Lord Justice Parker, and Mr Justice Park he said the trial judge, Mr Justice Comyn, had erred in his summing up to the jury.

The allegations, which did not name the individual officers, appeared in the paper in

July 1978. They came in a letter from a siege gunman, David Brain, in which he said his wife had been raped and beaten by the CID.

The newspaper publishers, News Group Newspapers, had denied libel. The £3,000 awarded by the jury by way of compensation must stand, but the question of exemplary damages must go back for a new trial before a new jury.

PCs' £¼ m libel award set aside

The record £250,000 libel damages paid to 10 policemen linked with rape and blackmail allegations were set aside by the Court of Appeal yesterday.

The officers, who claimed the finger of suspicion was pointed at them after the "scandalous allegations" in the *News of the World*, can keep the £300 each man received, by way of compensation.

But the judges, led by Lord Justice Stephenson, said the £250,000 awarded to each as exemplary damages designed to punish the newspaper were "inordinately high."

Together with Lord Justice Parker, and Mr Justice Park he said the trial judge, Mr Justice Comyn, had erred in his summing up to the jury.

The allegations, which did not name the individual officers, appeared in the paper in

Hawke magic starts to fade

From Tony Duboudin, Melbourne

The Hawke magic seems to have lost some of its power as the Prime Minister faces some of the most testing days of his political career.

Mr Bob Hawke has on his hands three big seemingly endless industrial disputes and an Australian dollar that has plunged to new lows against the US dollar and other main currencies. His personal popularity has taken an eight-point dive and stands at 57 per cent in the latest Morgan Gallup poll. The Government's popularity is down seven points at 43 per cent.

The three industrial disputes, involving power workers in Queensland, public servants in all states and doctors in New South Wales, have undoubtedly influenced the dollar's rapid decline, particularly the public service dispute, which has tied up thousands of millions of

dollars of government revenue. The refusal by public servants to process government funds in support of a pay claim led to hundreds of them being stood down for refusing to obey instructions.

Yesterday the Arbitration Commission agreed to another hearing of their claim for an 8.3 per cent rise, provided the unions called off work bans by tomorrow. It was the rejection of an original claim for an 8.3 per cent rise that led to the present bans and limitations.

With the dollar trading below 70 US cents there is increasing pressure on the Reserve Bank to intervene to support the currency. The Australian dollar was allowed to float in December, 1983.

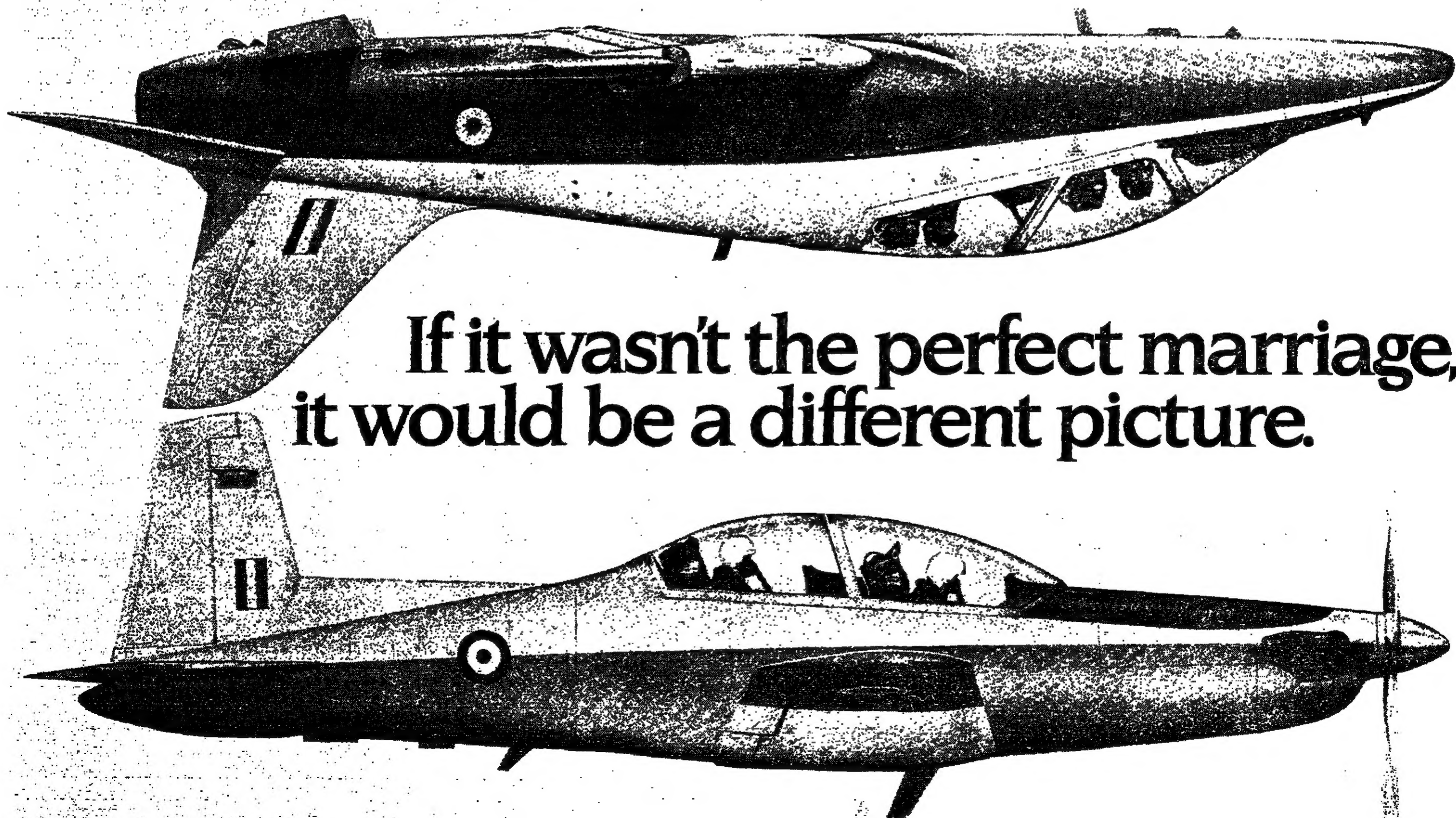
Neither Mr Hawke nor Mr Paul Keating, the Treasurer, would comment yesterday on the dollar's record fall.

Mr Hawke yesterday intervened in the Queensland power dispute for the first time, calling on all parties to accept the recommendation of the Queensland State Industrial Commission. He said this would ensure an immediate return to work.

He said the strike was now causing national damage as well as harm and inconvenience to the people of Queensland. It could also seriously harm Australia's standing as a reliable exporter.

The strike, over the State Government's use of contract labour, has led to about 500,000 workers being stood down, and power restrictions have halved Queensland's electricity output.

The doctors are in dispute over the pay they receive for attending Medicare patients. They say Medicare has led to a reduction in private practice.



If it wasn't the perfect marriage, it would be a different picture.

Only one aircraft provides the perfect lead up to advanced training on the BAe Hawk.

Only one aircraft fully meets the RAF's performance requirements for its new basic trainer.

Only one aircraft, built in Scotland and Humberside, can boast 80% UK equipment.

Only one aircraft can sustain employment levels into the 1990's with real export prospects.

The BAe PC-9. Any other aircraft, whatever the reason, will be less than the RAF and Britain deserves.

BRITISH AEROSPACE PC-9
Richmond Road, Kingston-upon-Thames, Surrey KT2 9QS

Signs of East-West thaw

Gorbachov says Soviet peace aims include Europe as well as US

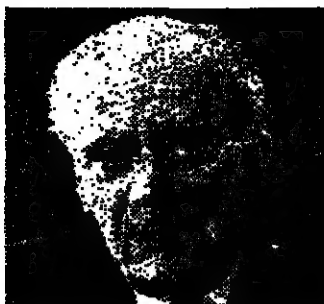
From Richard Owen
Moscow

Mr Mikhail Gorbachov, the Kremlin number two, yesterday declared that the United States was not the only focus of Soviet interest in East-West relations and that Russia wished to develop relations with West Europe.

Mr Gorbachov made a much-publicized trip to Britain three months ago which enhanced his image as a possible successor to President Chernomir.

There are reports that Mr Chernomir, aged 73, is partly paralysed and will be unable to make a scheduled speech tomorrow as a candidate in the local Soviet election campaign. The speech would be his first appearance for two months and an opportunity to make a policy statement in the run-up to the new Soviet-American arms talks in Geneva.

Informed sources said that, if



Mr Tikhonov: May make speech for Mr Chernomir.

chov, aged 53, said that, while Russia attached much importance to "honest talks" with America, "we do not forget for a single moment that the world is not limited to America but is much larger".

Moscow paid "constant and considerable attention" to all states which wanted peace and co-operation with the Soviet Union. "We note with satisfaction the striving of many West European states for political dialogue", he said. Europe - "our common home" - was becoming a test ground for the Pentagon's nuclear doctrines.

Diplomats said the fact that Mr Gorbachov had spoken so late in the election campaign, with only Mr Tikhonov and Mr Chernomir to come, confirmed his high ranking in the Kremlin hierarchy and his status as heir apparent in the event of Mr Chernomir's death or retirement.

Russia accepts inspection

Vienna (Reuters) - The Soviet Union and the International Atomic Energy Agency (IAEA) were due to sign an accord today that would open Soviet nuclear plants for international inspection for the first time.

Mr Andrei Petrovsky, the chairman of Moscow's State Committee on Utilization of Atomic Energy, will sign the "safeguards" accord with the IAEA director-general, Mr Hans Blix, of Sweden.

The IAEA, founded in 1957 to foster peaceful uses of atomic energy, has 112 members and under its safeguards system sends inspectors to monitor the fuel cycles of civil nuclear plants.

Members which acquired nuclear weapons before joining

the agency are not obliged to sign safeguards accords, but the United States, Britain and France did so voluntarily.

Safeguards agreements apply to civilian nuclear plants and are designed to prevent the undetected diversion of civilian nuclear material to military projects.

The system is an important bulwark of the 1970 international treaty on non-proliferation of nuclear weapons (NPT), signed by 120 countries.

● PEKING: China has offered for the first time to join a working group discussion a nuclear testing ban at disarmament talks in Geneva, the New China news agency has said (Reuters reports).

The Chinese delegate, Mr

Qian Qidong, announced this move to the 40-nation disarmament conference in Geneva. "Mr Qian said it was high time the conference made progress and he urged it to form subsidiary working groups on various nuclear issues."

China says it wants a total ban on all nuclear weapons, but it argues that Moscow and Washington must take the lead by ending all testing, and development of nuclear arms.

● BRUSSELS: The lengthy process of the deployment of cruise missiles in Belgium came a step nearer reality yesterday when Lord Carrington, the NATO Secretary General, saw Mr Leo Tindemans, the Belgian Foreign Minister (Frederick Bonnamy writes).



Cargo of grief: The coffin of a victim of the Spanish air crash arriving in Bilbao before being taken to a police barracks for identification of the body.

DeLorean papers ruling

Detroit (Reuters) - A judge has ordered that creditors of Mr John DeLorean's defunct sports car company, who are pressing claims for \$100 million (about £90 million) be given access to 60 cartons of documents seized from one of his houses.

The biggest creditor is the British Government, which is seeking at least \$85 million

compensation after investing in the DeLorean plant in Northern Ireland.

Mr DeLorean was acquitted last August on charges of conspiring to distribute cocaine to raise money that would help save his failing car company. He had been arrested in 1982. The documents were seized the following year.

Thatcher's address to Congress

'We have strength and resolve to carry out our duty'

Washington. The following are excerpts from Mrs Thatcher's speech to a joint meeting of Congress here yesterday.

America and Europe

'We are right in the front line.'

From these shores it may seem to some of you that by comparison with the risks and sacrifices which America has borne through four decades, and the courage with which you have shouldered unwanted burdens, Europe has not fully matched your expectations. . . . But don't underestimate what we already do. Today, out of the forces of the Alliance in Europe, 95 per cent of the divisions, 85 per cent of the tanks, 85 per cent of the combat aircraft and 70 per cent of the fighting ships are provided, manned and paid for by the European allies. Europe has more than three million men under arms and more still in reserve. We have to. We are right in the front line.

Deterrence

'I hope our scientists will share in research.'

Wars are not caused by the build-up of weapons. They are caused when an aggressor believes he can achieve his objectives at an acceptable price. . . . Our task is to see that potential aggressors from whatever quarter understand plainly that the capacity and the resolve of the West would deny them victory in war. And that the price they would pay would be intolerable. That is the basis of deterrence. If we are to maintain deterrence, as we must, it is essential that our research and capacity do not fall behind. That is why I firmly support President Reagan's decision to pursue research into defence against ballistic nuclear missiles - the Strategic Defence Initiative. Indeed, I hope that our own scientists will share in this research.

Arms control

'We should not expect too much too soon.'

Despite our differences with the Soviet Union, we have to talk with them. For we have one overriding interest in common: That never again should there be a conflict between our peoples. We hope, too, that we can achieve security with far fewer weapons than we have today and at lower cost. Thanks to the skilful diplomacy of Secretary Shultz, negotiations on arms control open in Geneva on 12 March. They will be of immense importance to millions. They will be intricate, complex and demanding. We shall face a Soviet political offensive designed to sow differences among us, calculated to create infirmity of purpose, to impair resolve - and even to arouse fear in the hearts of our people.

Britain's record

'Privatization is now a reality.'

Many of the policies you are following are the policies we are following. You have brought inflation down. So have we. You have declared war on regulations and controls on enterprise, so have we. Our Civil Service is now smaller than at any time since the war. Controls on pay, prices, dividends, foreign exchange - all are

gone. You have encouraged small business, so often the source of tomorrow's jobs. And so have we. Above all, we are carrying out the largest programme of denationalization in our history. Just a few years ago in Britain privatization was thought to be a pipe dream. Now it is a reality, and a popular one.

Terrorism and Ireland

'Money is used to buy the deaths of Irishmen.'

Both our countries have suffered at the hands of terrorists. We have lost some of our best young lives. And I have lost some close and dear friends. Free, strong, democratic societies will not be driven by gunmen to abandon freedom or democracy. . . . Garret FitzGerald and I and our respective governments are united in condemning terrorism. I recognize and appreciate the efforts which have been made by Administration and Congress alike to bring home this message to American citizens who may be misled into making contributions to seemingly innocuous groups. The fact is that money is used to buy the deaths of Irishmen, north and south of the border - and 70 per cent of those killed by the IRA are Irishmen - and even the killing and wounding of American citizens visiting our country.

Britain's commitments

'Our contribution to sustaining democracy.'

So the British economy has an underlying strength. And, like you, we use our strength and resolve to carry out our duties to our allies, the wider world. We were the first country to station cruise missiles on our territory. Britain led the rest. In proportion to our population we station the same number of troops as you in Germany. In Central America we keep troops stationed in Belize at that Government's request. That is our contribution to sustaining democracy in a part of the world so vital to the United States. Britain meets her responsibilities for the defence of freedom throughout the world. She will go on doing so.

East-West relations

'We do not aim at domination or hegemony.'

It is fashionable for some commentators to speak of the two superpowers, the United States and the Soviet Union, as though they were somehow of equal worth and equal significance. . . . That is a travesty of the truth. . . . we do not aim at domination, at hegemony in any part of the world.

Protectionism

'For many trade is more important than aid.'

Protectionism is a danger to all our trading partnerships. For so many countries, trade is even more important than aid. We support President Reagan's call for a new Gatt round. The current strength of the dollar, which is causing so much difficulty for some of your industries, creates obvious pressures for "special cases", for new trade barriers to a free market. I am certain that your Administration is right to resist such pressures.

South Africa prepares

From Michael Hornsby, Johannesburg

In the wake of Tuesday's arrests of leading members of the United Democratic Front (UDF), a loose multi-racial coalition of anti-apartheid groups which has developed into the most important above-ground extra-parliamentary opposition to the Government, the South African authorities are preparing for the biggest treason trial in a quarter of a century.

The police disclosed yesterday that in addition to the six

UDF leaders arrested on Tuesday, a seventh man is charged with treason.

The arrests and charges have been widely condemned by opposition groups here which say they have made a mockery of President Botha's recent offer to widen the political debate by creating a new negotiating forum. Such a forum, they say, can have little point if the sort of participants who might have given it meaning are languishing in jail.

Colombo warns of big push by Tamil guerrillas

From Donovan Moldrich, Colombo

President Jayewardene of Sri Lanka warned parliament yesterday that at least three Tamil terrorist groups had united in a common military strategy which would culminate in a "head-on battle" with the Army as soon as they had enough trained men and weapons.

He said that the Government had both oral and written information that the present hit-and-run tactics were to be changed, with preparations now being made for a final, and what the terrorists hoped would be a decisive battle.

President Jayewardene, speaking at the opening of a new session of Parliament, said: "The terrorists are attempting to shoot their way into the heart of Sri Lanka to the borders of what is the state of Eelam. We intend to act before they succeed."

Combating terrorism may have to be at the expense of economic welfare plans, he said.

EEC foreign ministers set up extra meetings

From Ian Murray, Brussels

EEC Foreign Ministers are to be punished for failing to make progress this week on solving the Community's pressing problems by being called in for four more days of meetings in Brussels over the next month.

Little or no progress was made in two days this week on how to pay for the Community and what terms to offer Spain and Portugal for entry.

On the finance side, the big argument is over how to find the £600 million concession promised to Britain this year. On the enlargement side, the big internal argument is over what fishing rights to offer Spain.

Ministers will therefore hold an extra meeting on Thursday and Friday next week, and their regular March meeting will be extended from two days to four.

The aim, according to Signor Giulio Andreotti, the Italian Foreign Minister, now in the Council chair, is to have everything agreed before the European summit at the end of March.

Husband of Ferraro sentenced for fraud

New York (AP) - John Zaccaro, whose finances haunted his wife's vice-presidential election campaign, was sentenced to perform 100 hours community service for his role in a scheme to fraudulently obtaining a loan.

The judge told the millionaire husband of former Representative Geraldine Ferraro before pronouncing sentence: "It is not my intention to impose a jail term."

No jail time was part of the bargain for Mr Zaccaro's plea of guilty on January 7 to fraud of scheming to defraud. His wife was not in court.

Mr Zaccaro must serve 50 hours helping a youth programme and another 50 hours assisting at a home for the aged.

Lévesque wins party backing

Ottawa - The Premier of Quebec, Mr René Lévesque, has strengthened his hold over the ruling Parti Québécois by successfully challenging critics to speak up at a PQ council meeting (John Best writes).

The party was threatened by a series of defections last November after Mr Lévesque declared that it should no longer press for the independence of the predominantly French-speaking province from Canada.

Count and wife killed in crash

Dakar (AFP) - Count Gregers of Denmark, aged 80, and his wife, Countess Helene Margrethe, aged 75, were killed in a car crash near here.

They had been on holiday in the Gambia with Queen Ingrid, who returned to Copenhagen on Monday.

Dutch energy project fails

Alkmaar (Reuters) - The first experiment to obtain energy from the wind in The Netherlands has failed, a victim of weather and high repair costs.

The prototype steel and fiberglass windmills developed by the Dutch government suffered from erosion from dune sand, moisture and salt air.

Mayor jailed

Berlin (AP) - An East Berlin court convicted the mayor of a West German town of organizing a "subversive action" that caused the death of an infant and sentenced him to six years in prison. The 1977 incident involved an East German family's unsuccessful attempt to escape to the West.

Help for whales

Moscow (Reuters) - Naturalists in helicopters are throwing fish to 1,000 white whales stranded in a shallow sound between Russia and Alaska as an icebreaker tries to free them. The whales were trapped after chasing a shoal of fish.

Crawl to safety

Darwin (AP, Reuters) - A woman crawled for more than a mile after being badly mauled by a huge crocodile while on a walking tour, Australian park rangers said. She was "serious but stable" in hospital.

Costly strike

Dhaka (Reuters) - At least 100 patients, including new-born babies, died during a week-long strike by doctors at a hospital in northern Bangladesh. The doctors walked out because they wanted the hospital's chief administrator removed.

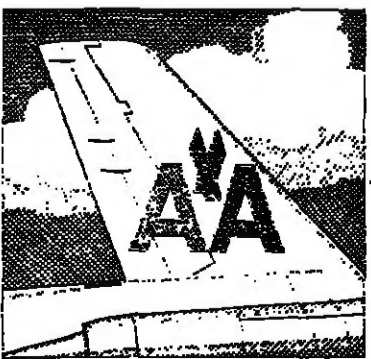
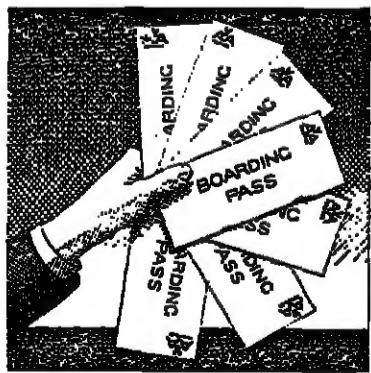
Fatal slam

Manila (Reuters) - The mayor of a northern Philippines town was shot dead when he slammed his car door on a cocked pistol tucked in his belt. His driver tried to rush him to hospital but the car ran out of petrol.

In case you haven't heard the whisper, there's something special in the air. American Airlines.

They can reserve the seat of your choice on any flight to America's South West up to 11 months in advance and hold it until 30 minutes before flight departure.

They also give you all your boarding passes when you first check-in so you won't have to check-in again.



American Airlines
Something special in the air

Your Travel Agents probably heard the whisper or call American Airlines on 01-629 8817

Flare-up in southern Lebanon

Villages raided by Israeli troops in 'iron fist' round-up of guerrillas

From Robert Fisk, Beirut

At least two men were killed and several others reported wounded yesterday when the Israeli occupation army sent hundreds of troops, in more than 20 armoured personnel carriers, into the small Shia Muslim village of Bazouriyeh outside Tyre to search for Lebanese guerrillas and weapons.

Their raid, the third of its kind in just over a week, was carried out in an area patrolled by the United Nations force whose own soldiers are becoming increasingly concerned at the Israeli Army's behaviour in southern Lebanon.

Israeli military officials in Tel Aviv said later that two armed men had been killed while trying to escape from Bazouriyeh, itself the scene of a guerrilla ambush on the Israelis on Monday in which an Israeli colonel, who acted as liaison officer to Israel's proxy "South Lebanon Army" militia, died. The UN's own spokesman said later that the body of a man had been found outside Bazouriyeh, shot in the head. Two other villagers were found wounded, one seriously, by UN troops.

At least 200 villagers from Bazouriyeh were arrested by the Israelis and taken to a local school for interrogation. But even after the Israeli soldiers had entered the township, two roadside explosions were detonated by guerrillas near by. Reports from the area said that some villagers tried to build a barricade across a road leading into Bazouriyeh when the Israelis approached but that the soldiers then opened fire on them.

On Tuesday Mr Yitzhak Shamir, the Israeli Foreign Minister, announced that Israel would have to "use any means, even the most serious and aggressive, to defend our soldiers."

But UN officials have been deeply disturbed at constant reports of beatings by Israeli Shin Bet intelligence men during village raids and of damage inside mosques. French troops became involved in a fist-fight with Israeli troops last week when the Israelis began to smash down a village family's home which they believed had been used to store arms.

In Beirut, another French military ceasefire observer was killed by unidentified gunmen at Schweifat, south-east of the city. He was named as Commandant Paul Rhodes.

● JERUSALEM: The series of mass raids yesterday against Muslim villages in occupied Lebanon was described by Israeli sources as the start of a new "iron fist" policy designed to deter the mounting number of ambushes against Israeli troops which now averages five every 24 hours (Christopher Walker writes).

Israel's new policy - which may involve deportation as well as curfews, mass arrests and the stepped-up destruction of homes of suspected guerrillas - was sanctioned by Mr Yitzhak Rabin, the Defence Minister, after a visit to the site of the colonel's death on Monday.

Inside the defence establishment, the new policy is being likened to that used in the occupied Gaza Strip in the early 1970s to stamp down on

Palestinian extremism. It is expected to be more ruthless than anything witnessed in the West Bank in recent years.

Israeli military sources have been quoted as referring favourably to the tough measures employed against Muslims by the South Lebanon Army, the mainly Christian, Israeli-backed militia. This is apparently why Israelis are referring to their new policy as "the Lebanese approach".

The adoption of even harsher measures against Shia villages than those employed in recent weeks follows mounting pressure from within the ranks of the Army. Many officers are known to regard the recent losses - 10 men, including two senior officers killed and 46 injured in a month - as unacceptable.

Although there is a realization inside the defence establishment that the crackdown may prove counter-productive by increasing the number of Lebanese prepared to take up arms against Israel, the "hawks" reportedly won the day by outlining the way in which the losses have been sapping Israeli morale.

The military crackdown comes just as a heated national debate is gathering momentum about whether or not the second and third stages of the planned withdrawal to the international border should be speeded up in an attempt to cut casualties. No firm dates have yet been set for these stages.

Inside the Army, pressure is growing for Stages Two and Three to be merged into one.

Mid East talks end with stony silence

From Richard Bassett, Vienna

The first talks for almost eight years between the United States and the Soviet Union on the Middle East ended here yesterday with no clear indication of their content, atmosphere or conclusion.

The head of the American delegation, Mr Richard Murphy, Assistant Secretary of State responsible for Middle East affairs, maintained a stony silence when questioned by journalists. The two-day talks have been shrouded in secrecy but are believed to have concentrated on discussions on the extent of Soviet influence over Syria, and anti-Israeli groups in the Lebanon.

Western diplomats were quick to point out the symbolic nature of the talks, seen as a step towards normalizing US-Soviet relations. The exchange was the first attempt to explore common ground in the Middle East since an ill-fated US-Soviet communiqué of October 1, 1977, which envisaged a regional peace conference.

As the talks ended, it emerged that King Hussein of Jordan had arrived in Austria yesterday for a skiing holiday. It was not known if the king, who owns property in Austria, would be briefed.

The talks, which were cautiously welcomed by Israel, are expected to be discussed today between Israel's Prime Minister, Mr Shimon Peres, and Romania's President Nicolai Ceausescu in Bucharest.

Mr Ceausescu, who was visited a week ago by the leader



Smiling front: Mr Vladimir Polyakov, head of the Soviet delegation, returns to the Soviet Embassy as the secret talks end.

of the Palestine Liberation Organization, Mr Yassir Arafat, has often tried to mediate in Middle East affairs. Unlike the Soviet Union and other Warsaw Pact states, Romania did not break off diplomatic ties with Israel in 1967.

● TUNIS: The policy-making body of the PLO said yesterday it backed Mr Arafat's peace moves with Jordan, provided

they received "full Arab support" (Reuters reports).

The statement from the 10-man PLO executive committee was the first official endorsement of the "formula for joint action" towards Middle East peace worked out by Arafat and King Hussein in Amman on February 11.

Terms of the accord have not been officially revealed. But

PLO sources said the agreement originally called for a joint Jordanian-PLO delegation.

The executive committee approved the draft (accord), asserting that the plan should involve the parties concerned being represented in a joint Arab delegation and that all this should enjoy full Arab support, the statement said.

Gulf states worry about attacks on shipping

Abu Dhabi (Reuters) - The United Arab Emirates Defence Minister, Sheikh Mohammad bin Rashid al-Maktoum, emphasized yesterday the need for free and safe navigation in the Gulf after three attacks on shipping in two days.

He was quoted by the official news agency, WAM, speaking to the Japanese Ambassador, Mr Suichi Nomiyama one of whose countrymen was killed in a missile attack on a Kuwaiti ship the Al-Manakh, on Monday.

The body of the dead crewman, Mr Kenichi Futimura, will be flown home, today. The upsurge in attacks, apparently by Iraq, after a seven-week lull, and nine-

confirmed hits on shipping by Iraq since the beginning of the year, have heightened security concerns in Gulf Arab states.

Shipping sources said two vessels - the Al-Manakh and a South Korean tanker, the 71,474-tonne Royal Colombo - were hit, on Monday.

● Oil production in Abu Dhabi is expected to return to normal next month after three months during which it was cut by more than 20 per cent after Japanese buyers claimed it was overpriced.

● The 12,503-ton Mohammed al-Bakri, a Saudi Arabian bunkering ship attacked on Tuesday, arrived unharmed at the Saudi port of Ras Tanurah

US says Sudan ban will not stop famine aid

Washington - The US has made clear that its decision to suspend economic assistance to Sudan, will not affect emergency food supplies for drought victims and refugees (Nicholas Ashford writes).

Economic assistance has been frozen because of Sudan's inability to service existing loans, a crisis partly caused by President Nimeiry's drive to impose strict Islamic laws.

Food aid, amounting to \$52 million will continue. However, \$120 million earmarked for economic support to help Sudan's balance of payments problems is being delayed subject to discussions

UN presses for health expert in Addis Ababa

The head of the United Nations famine relief operation in Ethiopia has asked the World Health Organization in Geneva to appoint a health co-ordinator to his office in Addis Ababa. (Paul Valley writes).

The move comes after criticism of WHO's Ethiopian national co-ordinator, Dr Mesfin Dmisse, an Ethiopian citizen. He was unsuccessfully urged to put pressure on the Ethiopian Government to release the results of its tests to determine whether cholera is the cause of the killer diarrhoea rife in many refugee camps.

Since then Dr Mesfin has issued no further statement on the cholera tests.

Sin accuses Marcos of plotting new coup

From Keith Dalton, Manila

Cardinal Jaime Sin, the Philippines Primate, has accused President Marcos of using "deliberate brutality and senseless violence" against dissenters as a prelude to reimposition of martial rule or a military coup.

"I must raise my voice in protest against what I have perceived to be a well-orchestrated pattern of repression," he told Manila businessmen. He said he was outraged by the violent police dispersal of three recent anti-government rallies.

Dozens were injured when truncheon-wielding riot troopers "hit the panic button" and attacked the demonstrators with water hoses, tear gas and smoke bombs, Cardinal Sin said.

He attacked the president's powers under a preventive detention act which allows the indefinite detention without charges of anyone suspected of violating national security laws.

● OFFICER KILLED: A Filipino soldier ran amok yesterday, shooting dead one officer and wounding another outside an airport departure lounge where the British Ambassador was waiting for a flight to the southern city of Zamboanga.

Mr Michael Morgan and his wife were told, moments after a brief volley of fire in which the soldier was killed, that the attack was not directed at them, military officials said.

The shooting occurred at the tiny airport at Sanga Sanga on the remote island of Tawi Tawi, 640 miles south of Manila. The island is the heartland of a 12-year-old Muslim secessionist revolt against the Government.

● TOWN OCCUPIED: about 300 armed Communist guerrillas occupied Esperanza in Southern Mindanao island after, disarming the town's police force, the regional military command based here said (Reuters reports).

New People's Army raiders carried away assorted firearms, medical supplies, foodstuffs and other valuables after ransacking the town hall and health centre. They herded the townsfolk to a central square for a Communist teach-in.

● TRIAL DELAY: The Benigno Aquino murder trial, set to start yesterday, was postponed until tomorrow when state prosecutors asked for more time to prepare witnesses and mark hundreds of exhibits to be presented (AFP reports).

Peres issues challenge to Husain

From Peter Nichols, Rome

Mr Shimon Peres, the Israeli Prime Minister, used his highly publicized visit here to challenge King Hussein of Jordan to explain his ideas for a Middle East peace settlement in Jerusalem.

The apparently spontaneous proposal came at a press conference given by Mr Peres and Signor Bettino Craxi, the Italian Prime Minister, as Mr Peres recalled the historic visit to Jerusalem of the late President Sadat of Egypt. Signor Craxi has been con-

ducting a vigorous Middle East policy which has as one of its aims a meeting on the Palestinian problem between King Hussein and Mr Yassir Arafat, the Palestinian leader, on the one hand, and Israel on the other.

At the press conference Signor Craxi denied that he was acting as mediator. It is known, however, that Signor Craxi would like to see a successful European initiative in the Middle East crisis while Italy has the presidency of the EEC.

Mr Peres showed no relish for meeting Mr Arafat. He also rejected the Russian proposal for an international conference on the Middle East. He pointed out that the Soviet Union had broken off diplomatic relations with Israel and so had no business attempting to settle Israeli problems.

Both prime ministers promised closer cooperation and Signor Craxi announced that he had accepted an invitation to visit Israel.

How to improve a plane.

No blinking lights telling you when to sit down.

Pilots who land right in the city centre.

See the country, not the clouds.

Seats face each other. See who you're talking to.

No need to belt up.

Fresh meals on real plates with real knives and forks.

More loos, less queues.

Wider seats with plenty of legroom.

Bigger seat space so your neighbour can't recline his head on to your lap.

Proper tables instead of pop-out plastic postage stamps.

Two abreast seats, so you're always near a window.

Wider aisles, so you can go for a stroll.

No jet roar.

We're getting there ➡ InterCity

هنا احسن الاصل

Glemp visits Britain to preach the need for East-West dialogue

From Roger Boyes, Warsaw

Cardinal Jozef Glemp, the Primate of Poland, begins an 11-day postponed tour of Britain today which he hopes will help ease some of the tension between East and West and which may generate a new injection of aid to his homeland, lamed by many years of economic and political crisis.

The 55-year-old leader of the Roman Catholic Church in Poland, has played a crucial, though sometimes controversial, role in guiding the country through the twilight of Solidarity and the dark days of martial law. But increasingly the Cardinal - who enjoys a good working relationship with the Pope, his fellow countryman, is assuming a part in the Vatican strategy to revive faith and preach traditional Catholic values to other countries.

The tour, which will take the Primate to the Midlands, North England, Scotland and briefly Wales, has three interlocking purposes. The first is to explain the spiritual background to the need for East-West dialogue.

In an interview with *The Times*, Cardinal Glemp declared Poland's special interest in such a dialogue. "Poland is one of several points of contact between the East and West. The tensions at the points of contact are sometimes very violent and dramatic. The Church, which

by its very nature brings the Gospel and Salvation to everybody, is a factor easing the tensions in Poland. The Church has strong ties for centuries with Western culture, but it does not align itself to any political system - thus the peace tasks of the Church in Poland are very significant nowadays."

The Primate, who is the guest of Cardinal Basil Hume while in England, will meet the Archbishop of Canterbury, but it is not yet clear whether there will be a meeting with Mrs Thatcher.

The East-West message will in any case come through in sermons, above all in a homily to be delivered in London on February 27 which will recall the contribution of some Eastern saints, including St Cyril and St Methodius.

But thoughts of his homeland will not be far away - the London sermon will be on the eve of planned Solidarity strikes to protest against the raising of food prices. The Primate has traditionally called for calm on such occasions and has urged Poles not to throw stones or take arms against their countrymen.

The two other aims of the tour are closely tied. He wants to thank the British for their aid to Poland during the past crisis

years - and he wants to remind the many Poles living in Britain, a significant proportion of whom left during the 1980-1981 crisis, that "their roots are on the Vistula".

The Polish Catholic Church has prepared a scheme, requiring many millions of dollars, to channel Western aid to private farmers in Poland and thus help the nation feed itself. Britain has been sceptical about the plan and does not want to draw on EEC aid or national aid funds to contribute to what it sees as essentially a charity foundation.

The Primate, although he will not be doing any direct lobbying, clearly hopes that the publicity stirred up by his trip will soften Britain's opposition to the fund.

"Great Britain is a sovereign country. It is the British who evaluate the correctness of its policies. We do not lose the hope that if the agricultural fund starts to operate, assistance would also be forthcoming from Britain," he told *The Times*.

The Poles in Britain, he said, had a special task in helping their homeland not only through the established channels of food and medical aid but also by strengthening cultural and scientific links with Poles in Poland.



Suspects held: Three Vietnamese soldiers captured by Thai troops this week after crossing the border from Cambodia on what is believed to have been a spying mission.



New 30th Issue National Savings
Certificates offer a guaranteed return of

52.8%

after five years, tax-free. This is equivalent
to a guaranteed tax-free return of

8.85%

a year over the five years.

You can buy the 30th Issue Certificate in
£25 units and you can hold up to £5,000
in addition to any other issue. For full
details, ask your bank or your post office.

Vietnamese deny trying to create Asean split

From Our Correspondent
Jakarta

Vietnamese and Indonesian officials yesterday protested strongly that a three-day bilateral conference and increasingly close ties did not mean that Hanoi was trying to drive a wedge between Indonesia and its South-east Asian allies or that Indonesia was changing its position on Vietnam's occupation of Cambodia.

The conference, which ended yesterday, took place against the background of Vietnamese attacks on Cambodian coalition forces, a call by the Association of South-East Asian Nations (of which Indonesia is a member) for international arms support for the coalition and Thai charges that Hanoi was using poison gas in the Thai-Cambodian border area.

The chief Vietnamese delegate, Mr Pham Binh, called the gas reports baseless and slander. He said Vietnam would not use the conference to split Asean. "We are here in a spirit of solidarity," he said.

His Indonesian counterpart, Mr Yusuf Wanandi, countered questions on Indonesia's position regarding Asean, which has been instrumental in pushing for a Vietnamese withdrawal from Cambodia.

"Our approach is two pronged," Mr Wanandi said. "We would like to see a solution (to the Kampuchea problem) in solidarity with Asean, but we also feel that, for our strategic interests, our relationship with Vietnam is important."

Jakarta is not likely to win points with other Asean members as a result of the conference. It has given Hanoi a platform to refute the alleged gas attack. Hanoi has also repeated its view that the Chinese-backed Khmer Rouge faction of the Sihanouk coalition government should be "eliminated" before Vietnamese troops could withdraw.

Outcry over Japan's fingerprint laws

From David Watts
Tokyo

An Italian journalist has had his re-entry permit revoked because, he refused to be fingerprinted, under Japanese immigration laws. It is the first time the Japanese Government has taken such action against a foreign resident, all of whom must be fingerprinted if they want to stay in Japan for longer than a year.

Signor Pio D'Emilia's permit was withdrawn when he returned to Japan from an overseas assignment. When he leaves again, he will not be allowed to return without a new visa despite a three-year permit to stay last summer.

Signor D'Emilia, who works for the Italian newspaper *L'Espresso*, says his objection is a conscientious, not a political one.

His gesture comes at a particularly sensitive time for the Government on an issue which could become an embarrassment on both the domestic and international fronts this year.

Already several foreigners have been fined for refusing fingerprinting. This year, the courts are likely to be bulging with cases as 370,000 Koreans are due to renew their alien registration cards. Fingerprints are taken when the cards are renewed at five-yearly intervals. The cards must be carried by all foreigners aged 16 and over outside their home countries.

It is with the Koreans that the crux of the issue lies. The vast majority were born in Japan, but Japanese nationality law precludes their becoming naturalized.

Fingerprinting was an important issue raised during President Chun Doo Hwan's state visit to Japan last year. The Japanese gave the Korean president no satisfaction then, but promised to study the issue.

Spending spree ushers in Year of the Ox

From Mary Lee, Peking

China greeted the New Year of the Ox with more fireworks and spending than ever before. At midnight on Tuesday in Peking, it sounded as if every household in the city of 9.3 million was setting off more than one billion firecrackers, sold for the occasion (the figures were provided by the Police Chief Mr Gao Ke).

The mood was relaxed and happy, with signs of prosperity evident all around. The standard Chinese greeting "Happy Spring Festival" has also given to "Gongxi Facai" (Congratulations and Prosperity) which was seldom heard in the days of Maoist austerity.

Women sported newly-waved hair and more make-up than ever before. Clothing stalls were still doing brisk business on Tuesday night - colourful sweaters, blue jeans and leather boots being favourite items. More and bigger special "Spring Festival" fairs have mushroomed all over the country and traditional red lanterns have been snapped up, and one elderly customer remarking she had not seen them in 30 years.

The *People's Daily* carried pictures yesterday of New Year

posters, one of which depicted the Chinese leader Mr Deng Xiaoping with a child. "Family over everything with happiness," Mr Deng, in fact, was in Canton, while the Prime Minister Mr Zhao Ziyang, was in Henan province and the party general secretary, Mr Hu Yaobang, visiting the troops in Yunnan province.

Observers said it was noteworthy that deputy Prime Minister Mr Wan Li, was left in charge in Peking with Mr Hu Qili (a member of the Central Committee secretariat) in charge of the party during the spring festival while the top leaders were elsewhere. Mr Wan and Mr Hu, they said, were clearly rising stars.

But as in recent years, the official new year message, which assured the population that the party and state council would implement wage and price reforms "with great care and a strong sense of responsibility".

President Li promised that "whatever price adjustments were made would not lower living standards".

Turkish-Bulgarian tensions

Cupid Howe fails to lower temperature

From Our East Europe Correspondent, Sofia

Shortly before Valentine's Day, Sir Geoffrey Howe played Cupid on behalf of the Bulgarian leadership. The message conveyed to Turkey from Sofia on the last stop of his Balkan tour was, if not heart-shaped, at least attractively simple: "Let's be friends".

If only it were that easy. Relations between this Warsaw Pact state and its Nato neighbour are strained to breaking point.

The Turkish Ambassador has been recalled for "consultations". The Turkish Embassy in Sofia has been effectively sealed off as are the Turkish consulates in Plovdiv and Burgas.

Bulgaria, looking for demons, finds them easily nesting on the territory of its neighbours. The "imperialist campaign" to discredit Bulgaria, and therefore the Soviet Union, has had three phases.

First, relying on the evidence of the Turkish assassin Mehmet Ali Agca, Bulgaria is implicated in the plot to kill the Pope. Then the United States drums up criticism about Bulgarian drug trafficking - drugs which pass first through Turkey.

Now there is international outrage about the ill-treatment of ethnic Turks in Bulgaria who are being forced to change their names.

The sniping and shouting reveals something of the odd, webbed relationship that grows up between states with a shared history - Bulgaria was under Ottoman rule for 500 years - but which now belong to different military and social alliances. Every contour of what used to be called the Iron Curtain reveals similar tensions and dependencies, but perhaps

none quite as bizarre as the Bulgarian-Turkish dilemma.

Turkey needs Bulgaria. Some two million Turks a year pass through Bulgaria. On the western borders they arrive, usually from working in West Germany, their cars stacked to the gunwales with pots and pans, even Christmas trees.

At the eastern checkpoints they enter Bulgaria either to return to West Germany or simply to travel to Yugoslavia.

Bulgaria needs this traffic and the hard currency from the steps of thousands of trucks carrying goods between Western Europe and the Middle East. Bulgaria and Turkey also are involved in valuable energy deals.

The unusual combination of a closed yet open border has made Bulgaria a home-from-home for Turks on the run. In Sofia a group of arms and drug traffickers - entrepreneurs, known as the Turkish Mafia, live openly, taking expensive hotel suites, meeting, couriers from the Middle East and representatives of the Italian Mafia families.

It works both ways. Bulgarian and Bulgarian-Turkish elites have a thriving community in Turkey and it is through their regular contacts with relatives in Bulgaria that the news of the name-changing campaign leaked out.

This dispute is threatening this shaky consensus. A key indicator will be if Mr Turgut Ozal, the Turkish Prime Minister, cancels a planned visit to Sofia later this year.

The recipe cooked up at short notice by the Turkish Parliament is mass emigration. But Turkey knows that despite its latest offer, made in the presence of Sir Geoffrey, it cannot absorb so many people.

SPECTRUM

Peacemaker among protesters

The Times Profile: Cardinal Jozef Glemp

The cardinal still looks uncomfortable in red. In the oil portrait on the wall of his antechamber, Jozef Glemp resembles, despite his ceremonial cassock, a finance director about to announce bad news to a board meeting. Around him, on the tightly packed wall, there are pictures of Primate past, of princes of the Church, of tough men and conciliators, of the predecessor Cardinal Siefan Wyszyński and the man known as Karol Wojtyła until he ascended the throne of Saint Peter.

Cardinal Jozef Glemp, Primate of Poland, Doctor of Canon Law, does not look like a statesman, may lack the heroic poise of Wyszyński and the Pope, yet he has guided Poland's Catholic Church through one of its most difficult crises — the twilight and banning of Solidarity, the martial law crackdown, street riots and strikes, through the quiet tragedies and the extraordinary national explosion of sentiment that surrounded the murder of Father Jerzy Popiełuszko.

The Church has emerged not only as the strongest and most challenging in the Soviet bloc but as one of the most devout and influential in the Catholic world. How has the Primate managed to steer his church through these troubled waters?

This week Britain will get a rare glimpse of Jozef Glemp, a close-up glance at a man judged harshly sometimes by his fellow Poles but fast gaining new respect. In an exclusive interview with *The Times*, the Primate, who arrives today, explained not only his reasons for visiting Britain at this moment but also the new challenge facing the church leadership after the killing, by secret police officers, of Father Popiełuszko.

6 I would have been happiest to be a professor. But it was not to be

The murder of the priest, a champion of the banned Solidarity union, touched Cardinal Glemp deeply, making him think again about the Primate's relationship with parish priests and how the head of the Polish church should talk to a Marxist state. "How to defend priests exposed to danger is a problem that stirs my conscience. The Church's duty is to defend — both priests and laymen."

His conscience is moved because he had warned — the Church's sensors are acute — that something might happen to the priest. "I knew Father Popiełuszko, often talked to him, discussed his attitude, his involvement, the dangers that he faced. He was always utterly dedicated to the people and he was capable of creating strong bonds between himself and the believers."

"Very serious people" had tipped off the Primate about the peril that awaited the priest. But he left the choice up to Father Jerzy — he could go to Rome on a scholarship or he could stay in his Warsaw parish and try to ride out the crisis. The Primate knows now that if he had ordered the priest to go to Rome, he would have obeyed and would still be alive.

That is a heavy burden and goes some way towards explaining why one of his first moves after the murder was to ban Father Stanisław Malinkowski — a fierce anti-Communist who could well become the object of yet more frustrated secret agents — from preaching in Warsaw. It seemed to Solidarity supporters that the Primate was again trying to muffle their voice. But in fact he was deploying a combination of internal

discipline and public avowals of support for his priests to prevent another Popiełuszko affair.

Young priests, brought up in theology colleges which were infected — as other colleges — by the Solidarity spirit, often criticize the Primate, look over his shoulder at Wyszyński and the Pope. Father Malinkowski expresses something of their dissatisfaction, when he narrates one of his favourite parables: "The Primate is in an aeroplane hijacked by the Government. To the hijackers in the cockpit, he says: 'I don't approve of your guns and I don't know where you are taking us, but I'm putting you on your trust that you won't do anything stupid.' Then he goes back to the passengers, the people of Poland, and says: 'It's all right, just sit tight, stay calm, there's nothing we can do about the situation so let's accept it in good heart.'"

Glemp shrugs off such sniping: "I am often aware of my weakness and inefficiency. Then, after the humility: 'But as for those who spread slanders (about me) and impose points of view to serve their own interests — I pray for them, that God may forgive them.'"

It is true enough though that Wyszyński seems to outshine his pupil and former secretary. Wyszyński had to face the rough edge of Stalinism, rabid anti-clericalism in post-Poland, weathered house arrest — brilliantly described in his prison diaries — and led the Church through years of tumbling regimes and near-uprisings.

The current primate, by contrast, led a modest life until succeeding Wyszyński in July 1981. The son of a salt miner, his war was spent not in partisan derring-do but in compulsory labour for a German farmer. In 1950 he joined the Primate's theological seminary in Gniezno, became a priest in 1956 and, after parish work, went to Rome where he earned doctorates in canon and civil law.

His period of forced labour creates common ground with Pope John Paul the Second who was obliged to work in a quarry. "I believe that manual work provides a fuller maturity of personality. It is simply that one is able to understand a man better, every man."

Glemp's work in the fields as a boy, says a lay Catholic who sees the Primate regularly, "has given him three things — the kind of stubby fingers that come from too much potato picking, a strong sympathy with farmers and a knowledge of German and Germans. The last two qualities have combined to make the Primate a champion of the church scheme, devised by his aides, to help private farmers feed Poland by channelling western, especially West German, aid into new machinery and fertilizers."

But the Primate's worker background — unusual in the history of Polish church leaders — and above all his interrupted education has made him a genuinely modest man, easily awed by learning despite his two doctorates. "When I studied in Rome," he says, "I dreamt that one day I would become a parish priest with Sunday school classes and sermons to deliver. I would have been happiest, I think, as a professor. But it was not to be."

Standing in the shadow of the two Polish stars, Wyszyński and the Pope, has also brought advantages, strength to the Primate. "Cardinal Primate Wyszyński was like a father to me. For many years I watched his work closely... he devised his great style of working for the people — and the



Cardinal Jozef Glemp: holding the Polish church together

Government knew this style already — the fact that the Pope is Polish was even more helpful for me as there was no need to explain to the Holy See the specifically Polish characteristics."

6 It is time for the Polish church to exploit its links with Western culture

"More than that, the Pope seems to have decided that Cardinal Glemp, whom he appointed a bishop in 1979, has a special role in the Vatican *espólitik*. If the pope cannot travel to Moscow then perhaps Glemp can, perhaps one day he will be able to minister to the Catholics in Lithuania. And there is a special role too for Polish priests: when the current church building programme is over —

4,000 new churches needing the training of at least 12,000 priests — Polish church leadership will start to export more priests as missionaries to a firmly traditional Catholic persuasion (no rumblings about women priests in Poland, no question of going into government with Marxists).

The Pope also approves of the trip to Britain. The Primate will be able to make — probably on February 27 — an important sermon explaining the spiritual basis of East-West dialogue. "The peace talks of the Catholic Church in Poland are very significant nowadays," says Glemp, "because it is time for the Church to exploit its strength and its links with Western culture."

The Solidarity supporters who once called the Primate "Comrade Glemp" because of his apparently conciliatory line after martial law, do

BIOGRAPHY

1929: Born Wrocław, Poland, Dec 18. Baptised Jozef on the same day. His father, Kazimierz, was a factory worker and then a salt miner.
1939: After German occupation, put to work with his brothers and sisters on a farm run by a German. Schooling interrupted.
1950: Joined the Primate's Theological Seminary in Gniezno.
1956: Ordained.
1958: Sent to Rome for specialized studies.
1964: Awarded doctorates in Canon and Civil law at Lateran University.
1967: Began work in the secretariat of Cardinal Wyszyński. At same time lectured at Catholic theology academy in Warsaw, wrote scholarly articles on the history of the Church.
1979: Appointed Bishop of Warmia in the Olsztyn district of northern Poland by the Pope.
1981: Appointed Primate.
1983: Promoted from archbishop to cardinal.

so no longer; his standing has grown. But many Poles still fall into the trap of debating whether he is becoming tougher or softer, hard line or pliant. He is above all a democratically minded Primate, he not only guides but also follows the consensus of the country's 84 bishops and if he seems to be hesitating, it is because he is listening and evaluating.

In Poland the Primate is no longer a superman, he is the voice of his bishops. Sometimes they speak with different accents — the bishops after martial law demanded the release of all political prisoners and the restoration of Solidarity while the Primate urged the Poles to be calm, to channel their anger into prayer.

But this did not signal a split, nor any weakness on the part of Glemp: rather the Church was acting out a complementary strategy. The Primate's main task was as he saw it, to prevent civil war, to prevent the social disorder that would have encouraged a Soviet invasion.

6 I wish to remind the Poles living in England that their roots are on the Vistula

His job was to strengthen the faith and the moral fibre of the Poles — through, for example, a Papal visit to Poland in 1983 — and thus allow the spirit of Solidarity to survive. Of Solidarity he says: "I believe that what is fully valuable will never perish. The idea of goodness, when it becomes rooted in social awareness, will always find ways to become reality."

The Cardinal is responsible for all Poles, and this, too, is bringing him to Britain. He is worried that the disillusion that followed the banning of Solidarity will lead to a rejection of the Catholic Church, to massive emigration, a draining of skills. "I wish to remind the Poles living in England that their roots are on the Vistula. Taking a new homeland, that is, England, makes them in a way representatives of their motherland. I would like the Polish culture — so comprehensively modelled by the teachings of the Church — to bring out (in émigré Poles) such virtues as courage, endurance, resistance to suffering and strength of spirit."

This will be his first visit to England since 1960 when, as a gauche mature student, he came as a tourist from Rome and saw the sights of London.

He will speak, his aides say, in Polish to the Poles of London, the Midlands, the north of England, Scotland and Cardiff, but his message — the moral power that allows a Catholic Church to flourish in a Communist state — deserves a wider audience.

Roger Boyes

BOOKS I

The moving finger writ, and lives

Fiona MacCarthy

WITH FRIENDS POSSESSED

A Life of Edward Fitzgerald By Robert Bernard Martin Faber, £17.50

The fairly uneventful life of a well-meaning man is not exactly a gift to the biographer. All the more remarkable that this new life of Fitzgerald by Robert Bernard Martin, who has also written a biography of Tennyson — one of Fitzgerald's multitude of men friends — turns out to be so stimulating and astute.

It was not in fact Fitzgerald who wrote the line about the rose-red city, though it might quite well have been. But he was the originator of the *Moving Finger* (which having writ Moves on); the *Brave Music* of the distant Drum, the *Loaf of Bread* beneath the Bough; and it sometimes seems all other best-loved concepts of mid-Victorian poetry had an extraordinary facility for making tangible the secret longings, the exotic yearnings, of his enormous public and when his translation of the *Rubaiyat of Omar Khayyam* reached the United States in the 1870s even the strong-minded matrons of America could be seen to swoon. But for someone whose mastery of life's grand urisms was complete, Fitzgerald's day-to-day existence was a sad fiasco. The contrast between private and professional achievement is one of the main themes of Martin's sympathetic book.

Fitzgerald was a dilettante and a drier. His mother was enormously rich, through her connections with the Irish aristocracy, and Fitzgerald never had much need to earn his living. (With one of those nice insights with which this book is littered, Martin suggests that one of Omar Khayyam's attractions for him was the fact that Omar too was unemployed.) His main interest in life was the pursuit of friendship. Not only did he possess friends, he was obsessed with them. They possessed Fitzgerald almost to the point of madness. They always disappointed him but such was the peculiar resilience of this strange, endearing character that he was always willing to write his friends two letters in the hope of getting one letter in return.

The people he loved most were very, very miscellaneous. And, preferably, youthful. He had been at his happiest perhaps — though with Fitzgerald happiness was always a relative condition — in the hearty intellectual atmosphere at Cambridge as an undergraduate, and one of his highest terms of approbation was "a great boy," a description he was still applying later on in life to very venerable gentlemen. His two most intense fixations were for handsome, unsuitable, plebeian, virile men, both very much his junior. William Browne of Bedford and "Josh" Fletcher, Norfolk sailor, "sea-faring people" as he liked to call them, especially entranced him and Martin paints a wonderful picture of Fitzgerald wandering round Lowestoft at night in search of

sailors, bearing with him rolls of tobacco and a bottle of rum. Many of Fitzgerald's friends were pretty famous. There he is at one point out riding in a carriage with Thackeray and Tennyson and Dickens, quite good going. But one of his most attractive traits was his resistance to judging the world by the usual male standards, and he never really realized how important his friends were, criticizing Tennyson's poetry, for instance, with a candour which Tennyson found terribly annoying. He goes to see Carlyle and is so pleased to escape from the long-winded didacticism that he polishes down the conversation late at night, to the strains of the street organ. The element of fantasy, the trace of otherworldliness, in Fitzgerald's complex character is central to the story; and there is something moving and dignified, though comic, in the way in which, in spite of his very close connections with literary London, he chose to spend his life in rural Suffolk, clinging out a rather ramshackle existence of his own.

Professor Martin is absolutely marvellous, more marvellous than we have reason to expect from an American and an astute, if not a little over-the-top, English scholar. The life of Suffolk villages in the last century.

Martin is also good at purely physical descriptions. We know exactly what Fitzgerald must have looked like, tall and heavy, but with a very soft round face, and flashing bright blue eyes which gave him a disturbing mobility of countenance. (Later on, in life, he was quite often taken for a lunatic.) There is a touching portrait of Fitzgerald's hopeless father, big of body, hale of cheek, and tending to retire to bed when life became too much for him; and a not-less touching picture of his last, imperfect, mother.

Poor Fitzgerald. His life was a succession of misadventures. He was not in the masculine sense of things, decisive, lacking ability to control events. But, as Professor Martin persuasively suggests, it was probably the feminine, the pliant and responsive, facets of his character which made him so unusually accomplished a translator — the adaptor and interpreter of other people's work. Anyway, this is rather how Fitzgerald himself saw it, referring self-deprecatingly to his possession of "the old woman's faculty of judgement, laying claim not to genius but to taste, which he went on to define as the feminine of genius. But cannot taste just sometimes be a sort of genius too?"

Cs are the hollow men

Phillip Knightley

"C" A BIOGRAPHY OF

SIR MAURICE OLDFIELD

By Richard Deacon Macdonald, £9.95

Sir Maurice Oldfield was probably the first head of the Secret Intelligence Service (SIS) to get the job purely on merit. Sir Dick White is excluded, because he would have gone on running the Security Service (MI5) until he retired, had not the government desperately needed his talent in SIS to clean up the mess in the wake of the Philby, Burgess and Maclean troubles. The other "Cs" were establishment men with sway at court, weird eccentricities, and tiny talent, who recruited from among their friends and relatives to keep the line pure.

According to the author of this biography, one Richard Deacon, a cover name for Donald McCormick, a wartime intelligence man himself, Oldfield ran a tight, efficient, humane, and happy service. He pleased Edward Heath by providing him with economic and political intelligence relating to Britain's role in the EEC; he discouraged "special operations" (an intelligence euphemism for murder and sabotage) as being counter-productive.

This is the first biography of a head of SIS (Menzies wrote his autobiography, but it is said to be unreadable) and as such breaks new ground. But I suspect that even Richard Deacon, with nine books on intelligence to his name, would hesitate to take on another "C".

Oldfield turns out to be a likable, straightforward man. But we never learn enough details about his job, and given the Government's obsession with secrecy, are never likely to. Traits are started: his falling out with Harold Wilson, an attempt to assassinate his character when he was co-ordinator of intelligence in Northern Ireland, and his curious spell at All Souls after he followed assistant "C". They are followed assistively for a while and then seem to peter out. Maybe that is how it is in the secret world.

CONCISE CROSSWORD (No 576)

ACROSS
2 Kindly (13)
9 Speck (3)
10 Bride's clothes (9)
11 Dearest (5)
12 Cause (7)
16 Anyway (7)
19 Turkish sultan decree (5)
20 Loathsome (9)
21 Animal muck (3)
22 Refractoriness (13)
DOWN
1 Sports arenas (6)
2 Steel (6)
3 Highlighted (8)
4 Select (6)
5 Without (4)
6 Round (6)
7 Clue (6)
8 Have insect (3)
10 Cosmic (8)
11 Boy (3)
12 Indiscrete (6)
13 Quick drawing (6)

18 Yield (6)
20 Arrival (6)

21 Good Oration (6)
23 Film part (4)

SOLUTION TO No 575

ACROSS 1 Reverse 4 Curse 7 Sink 8 Tattered 9 Fragrant 12 Few 16 Public opinion 17 Age 19 Fraction 24 Harshly 25 Little 26 Inmate 27 Groyne
DOWN 1 Ruse 2 Venerable 3 Enter 4 Cut in 5 Rock 6 Slave 10 Grief 11 Agony 12 Twist 13 Privately 14 Yank 15 Ephra 18 Grain 20 Rags 21 Cling 22 Mane 23 Fore

Death of the rainforests: the price we are paying

In the lush leafy depths of the Amazon rainforest, stands Tucuruí, the most exclusive modern city in the world. Within its 10-foot high wire fences and guarded gates are to be found all the material requirements of 20th-century existence.

There are paved streets and landscaped gardens, air-conditioned offices and a five-star hotel. There is a fully-equipped hospital, restaurants, bars, cinemas, swimming pools, tennis courts, 22 schools and three supermarkets well-stocked with food and luxury items flown or trucked in from São Paulo, 3,000 miles away.

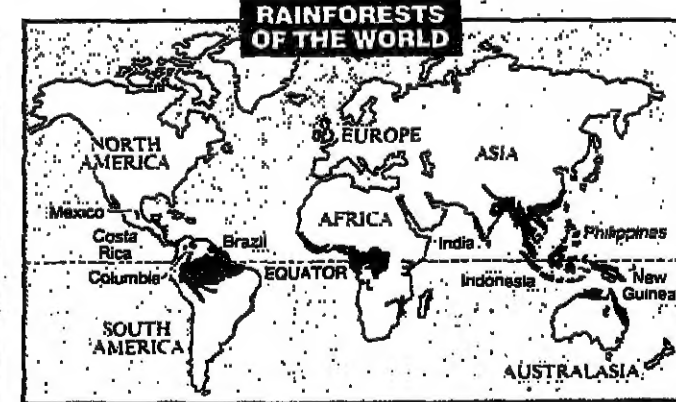
Tucuruí is the creation of northern Brazil's state electric company, Eletronorte, built to accommodate the 53,000 workers employed to construct the country's largest dam. It is a masterpiece of instant civilization, a \$3 million-a-month fantasy oasis in the heart of South America's natural reserves. It is also a chilling symbol of the ruthless and systematic destruction of the world's rainforests, currently the most threatened areas on earth.

Every minute of every day, a staggering 30 acres falls prey to commercial developers prepared to sacrifice forest, farmland, wildlife, ancient cultures and frequently, even the tribesmen themselves, in the dubious name of progress.

It is this thoughtless inhumanity inspired by ignorance, stupidity and greed, that persuaded Catherine Caufield to write a book documenting the devastation. In *The Rainforest* look her three years, in which she travelled from the Philippines to the Panama Canal, from Queensland to Colombia, seeing for herself the fatal effects of modern aspiration upon traditional culture and natural resources.



Catherine Caufield: Sounding the alarm at the world's shrinking rainforests



Certainly, the cost of the dam at Tucuruí in terms of local disruption is enormous. Six towns have had to be abandoned and 6,000 Indian families forced to leave their homeland since Eletronorte decided to flood the area to create the world's fourth largest dam. Many of the Indians who were uprooted subsequently fell victim to powerful ranchers who expropriated their land and property using bribes, threats and violence.

Other Indians chose to move to the ancient settlement of Tucuruí, six miles away from the new city, helping to swell the already over-populated shanty town of 2,000 inhabitants to an impossible 40,000. Inevitably, the people of old Tucuruí have been corrupted by the affluence and recreational requirements of their temporary neighbours.

Whole forests of valuable mahogany and brazilnut trees are being flooded and destroyed for the sake of the dam and its offshoots such as a 500-kilovolt transmission line and electrified railway with its access roads, workers' camps, sand and gravel pits. All bring further

pollution, disruption and disease into the area.

While the Tucuruí dam is expected to encourage industrial development of the Amazon as well as reducing Brazil's annual oil import bill, the government has already noted much of the potential profits by offering foreign investors big tax breaks, generous import quotas and electricity at concessionary prices averaging 30 per cent below market price. Even so, Eletronorte cannot lose. According to the company's spokesman, in the Amazon "any dam is economic, most of all if you consider that the land is free. The only price is the environmental one."

And in the face of big business, the environment would seem to stand little chance of survival. The beef-producing industry provides a perfect example. Because Latin American beef is half the price of America's own home-produced grass-fed variety, more and more of the land is being turned into pasture — much of it at the expense of the rainforests.

Catherine Caufield points out: "One reason that the Central American rainforests

seem doomed to disappear is that their destruction takes five cents off the price of an American hamburger."

Already Costa Rica produces three and a half times as much beef today as it did 20 years ago. Yet, per capita beef consumption has fallen by more than 40 per cent. In 1978 the average Costa Rican ate only 28lb of beef a year — less than the amount eaten by an American per cat — against the average American's annual consumption of 122lb.

Caufield, a 35-year-old American environmental journalist living in London, embarked upon her research with misgivings. "I thought I must be crazy to want to spend three years of my life being depressed. But I wanted to make the general public more aware of what is happening in the rainforests."

In the Philippines, she was horrified by the random violence inflicted on Indians and peasants by government troops employed to clear their off land designated for producing palm oil. "The government had declared the land vacant but it wasn't. People were living and farming on it. So in order to get

this land vacated they intimidated, forced and brutalized the people until they moved away."

"A lot of up-to-date farming that's going on in the rainforest is insane. People pushed off land which they were farming successfully are being forced to farm in a way which is no good for the land. Instead they should be encouraged to continue with their own methods and given help to improve and extend them."

In Indonesia the government, which has already transported two million people to rainforested islands, plans to move another three million over the next five years in a desperate attempt to cope with the overpopulation. Often the people arrive to find no houses, no farmland, no water supply and soil so poor that the government is forced to airlift rations to keep whole communities alive.

On one occasion, it landed thousands of refugees in the "stomping grounds" of a herd of elephants and then had to organize a massive elephant round-up with the help of helicopters, fireworks and the army.

"What really annoys me is that once somebody comes up with an idea for developing an area, that idea has a life of its own," says Caufield. "The best you can do is to modify it."

"It's all right for the developers to say 'We'll make a lot of money through export', but they never mention how that is going to improve the lot of the small farmer who's living there, not doing really well but all right. Surely it would be better if they put some sort of resources into directly helping him instead of pushing him off his land and re-hiring him as a labourer."

Apart from the richness of the wildlife and the ecological value of the rainforest, there is much else to be found there.

Rainforests were the origin of modern drugs such as quinine for the treatment of malaria, birth control pills (developed from wild yams) and Madagascar periwinkle for the treatment of lymphocytic leukaemia. Of the 3,000 plants identified as having anti-cancer properties, 70 per cent are rainforest species. Amazon Indians alone use more than 1,000 medicinal plants which, at the current rate of deforestation, may never survive long enough to be scientifically tested.

Sadly, the rainforests seem doomed to suffer from man's obsessive greed. In New Guinea, forested mountains have been stripped down to bare earth by men searching for gold, while in Colombia fortunes are being made by replacing forests of trees with fields of coca — the raw material of cocaine.

"Deforestation has already altered the rainfall in some areas. At least 50 per cent of the rain that falls in the Amazon basin evaporates and is circulated back into the atmosphere. When the trees are cut down it just sinks into the ground and is lost," Caufield says.

"The rainforest is a beautiful, fascinating place. Doing a valuable job for all of us. What most people don't realize is that it is our taxes which are helping to cut it down and carry out acts of cruelty and brutality which would appal any civilized human being."

Sally Brompton

In the Rainforest by Catherine Caufield will be published by Heinemann on March 11 at £10.95.

The mind of a mass murderer

Julian Symons

KILLING FOR COMPANY
The Case of Dennis Nilsen
By Brian Masters
Cap. £10.95

The cover photograph shows a pleasant face, thick untidy hair, regular features, the out-thrust lower lip suggesting a slightly humorous obstinacy, rimless glasses, adding intellectual touch. The pictures in the book reinforce this good impression. One might serve as an advertisement for the Army Catering Corps, in which Dennis Nilsen served for 11 years as chef to several regiments. Another shows him with a policeman's helmet as PC Q287, stationed at Willemsen Green Police Station. He might be the son of Dixon of Dock Green.

Corporal Nilsen left the army with a record described as "exemplary". His colleagues in the police force were astonished when he left in 1973 after a year's service, his sheet clean of complaints against him. Between 1973 and 1983 this same Dennis Nilsen, by now a civil servant in the Job Centre at Kentish Town, had killed 15 young men, and made unsuccessful attacks on at least half a dozen others. The bodies were put under floorboards or into cupboards later chopped up and variously disposed of, some buried, others flushed in bits down the lavatory. A clogged drain led to his arrest.

Brian Masters, who came to Nilsen in prison and so began a long correspondence, has given us a full, well-ordered, dispassionate account of Nilsen's life and crimes, and in a long final chapter offers tentative answers to questions about the elements in Nilsen that made him a mass, homosexual killer. He says modestly that his is an amateur explanation, but in this area there are few professionals. One of them, Anthony Storr, provides a valuable postscript.

For amateurs and professional alike, some aspects of Nilsen's crimes don't fit any pattern. A homosexuality about which he seems to have felt shame, plus alcohol, plus the sexual stimulation of music, seems to have been his spur to murder; yet this was not always so. There were many young men who spent the night with Nilsen unharmed, others to whom he made no sexual advances. And although these young men called sex crimes, it seems that sexual activity was not primarily important to him. More than one of the unnamed partners mentioned his lack of enthusiasm. He loved dead bodies more than live ones. (Mr Masters recounts various fantasies told him by Nilsen which blend Swinburnian images of love and death.)

Nilsen engaged in sexual play with some dead victims, yet was certainly not what is ordinarily meant by necrophiliac. He denied that he was a sadist, and practised no acts of sadistic cruelty. Dennis Nilsen seems to have been literally a man without qualities, emotionally a non-existent man. A brilliant and eloquent trade unionist, he had no close allies in his local branch, and in the office his alternation of abruptness, wounding sarcasm and occasional kindness made colleagues keep him at arms' length.

The mass murderer - Nilsen, Peter Sutcliffe, several recent Americans - is surely in essence a modern social problem. He is a product of the increased tendency to deny the humanity of human beings, evident in things as disparate as concentration camps, mass bombing, the Bader-Meinert killings, violence in TV and cinema, the anonymity of urban life. One of the remarkable features of the case is that nobody noticed the disappearance of Nilsen's victims. Mostly members of the homosexual/drag sub-culture, they were like their killer non-existent men.

A WHACK ON THE SIDE OF THE HEAD
Unlock your Mind with Lateral Thinking
1000+ Puzzles
ANGUS & ROBERTSON

ROYAL ART GALLERY
AN EXHIBITION OF
NOTTINGHAM LACE
from the
LACE CENTRE
NOTTINGHAM
10-6 daily until Mar 20
113-119 Charing Cross Road
London WC2

The scientist as a confused poet

James Fenton reviews the book that asks unanswerable questions

THE LIMITS OF SCIENCE
By Peter Medawar
Oxford, £7.50

Not so fast, Sir Peter Medawar. It is of course true to be told that nearly all books on nearly all subjects are much too long, and it is pleasant to be reminded how much may be achieved in a very short space. Shelley's *Defence of Poetry* may be a useful model in this sense - a better model than much of Shelley's poetry, but there are times when concision can be an affection, or a way of appealing to the reader's less noble instincts.

A precise clear style, like Sir Peter's, may cause us to suspect that we are in the presence of a precise clear mind. But style alone is no proof of virtue. An important argument may be expressed concisely because, say, a philosopher has thought the matter through and eliminated all inessential considerations. For this very reason, we have to watch out, since a rival philosopher, who has not thought a matter through and wishes to conceal some essential

objections, will naturally be tempted to adopt the concise style. Windbags can be right. Aphorists can be wrong. It is a tough world.

For example, Sir Peter argues that the use of experimental animals to advance medical knowledge needs to be justified. Good. Let us see whether the justification can fit into the page-and-a-half it gets here. In the first place, we are reminded that human beings are animals too; if drugs are not tried out first on rats and monkeys, then they will

have to be tried out on human beings. This used to happen. It is the only alternative. The test tube is no substitute for experimentation on a whole organism, when the field of inquiry is, say, cancer or multiple sclerosis.

Now it is clear that Sir Peter has not yet answered the problem he posed himself. For an animal rights campaigner will simply say: "Okay; there is no alternative to experimenting on humans; very well, as long as the humans in question agree to take part in the experiments, we have no objection; what we find horrible is the forcing of animals to take part in experiments against their will. We recognize that science will be slowed down by a ban on the use of animals, and we are sorry. But this is a moral issue on which we are not prepared to budge."

No answer is given to this objection, although it could have been seen a mile off. In raising the matter in the first place, Sir Peter told us: "Unlike some of my colleagues, I believe the use of experimental animals to advance medical knowledge needs to be justified." He puts himself in a good light vis-à-vis his colleagues, then fails to come up with expected justification. There is a phrase for this procedure: Sir Peter has washed his hands of the problem.

The bracing style can be a trap then. But the book has much to say about the nature of scientific advance, about the creative nature of procedure by hypoth-

esis. The scientist is seen as a poet. He proceeds by guesswork, advancing a hypothesis which might have occurred to him as a result of pure chance, or a mixture of luck and the effects of those air-borne yeasts of the imagination. Within the proper sphere of research, there is no limit to the power of science to answer questions of the kind that science can answer. But there are other questions, such as, "How did we begin?" or "Why are we on this earth?" which are beyond the scope of empirical research.

These ultimate or transcendent questions require transcendent answers, and Sir Peter believes that the value of such answers must be judged by the degree to which they bring peace of mind. "We also expect," he says, that such answers "should not be outrageously incongruent with the world of experience and common sense."

While Sir Peter does not believe in God, he is not at all proud of his lack of belief. He would like to be thought a religious man "in respect of helpfulness, consideration, and what it rightly engages Jewish people to hear described as Christian virtues." But he would like still better to have a good philosophical reason to believe in God, because this would give comfort to many.

But Sir Peter has forgotten what religions are like. They are not chosen, and they are certainly not guaranteed to bring comfort. Remember the ancient Athenian who, when asked how he knew the Gods existed, replied "Because they hate me." He was a good philosopher. Suppose Sir Peter woke up believing in God, but found that the God that he believed in was Juggernaut, and he was in imminent danger of sacrifice - this would be an authentic religious experience. Or suppose he found that the God he believed in had failed to include his name in the register of the elect, and that for some inscrutable reason he was due to face an eternity in which his lights would be fried forever under his very nose - this would be an authentically Christian experience. But such beliefs are not desirable. Sir Peter is well shot of them.

Sports scribe touched by angels

Alan Gibson

PARDON ME FOR LIVING
By Geoffrey Green
Allen & Unwin, £9.95

Iron Curtain are vivid and often hilarious.

He is not unnaturally concerned with some of the game's recent developments, but still finds plenty to relish in the scene.

What makes his writing so effective? His style has its technical weaknesses. He mixes metaphors, sometimes it seems wantonly. His grammatical construction is often wobbly.

"On a recent MCC tour of India I asked the Cricket Correspondent at *The Times*, John Woodcock, to hunt out our old home at Egmore Lodge and, if still standing, to take a photograph of it. In due course I received a print with the message: 'I couldn't find the house but I regret to say Egmore is the red light district of the town.' That explains much about you."

Now strictly this might be taken to mean that Geoffrey was touring India himself, and that our respected cricket correspondent might be too pie-eyed to stand. But the meaning is clear, and there is a laugh in the last line and against the author. He is never a better raconteur than when pulling his own leg, a quality of the true humorist.

His secret is his gift for words, and an imagination swift to see the comic and dramatic moments in a situation, on the field or off, all based on a profound knowledge of the game. He chooses two teams of all he has seen "touched by angels" - Hungary in 1953, Brazil in 1958.

The Pope as fugitive hero

Giuseppe Bellini, a handsome 54-year-old, perches uneasily at the roof of one of the world's largest multinational corporations. He sees himself a victim of the Peter Principle, a man promoted beyond his aspirations, and languishing without his regular fix of customer contact. So he ups and offs. A classic case, you say. Probably took his secretary with him. Nothing to get excited about in these enlightened times. But it might be - if the organization involved was the Church of Rome, and the missing executive answered, however reluctantly, to the title of Vicar of Christ, his Holiness Pope Leo XIV.

Such at least must be the calculation of Celia Gittelson, New York publisher turned writer, who makes her debut with this original variation on the theme of boardroom burn-out. Her knowing account of life at the Top, Vatican-style, makes it clear that the office of Supreme Pontiff is not for faint hearts or sensitive souls.

"Il papa is mocked by Monsignor, bullied by bankers, and scolded by his sister Cecilia, the one reminder of happier times: allowed anywhere near him. Nevertheless it's to her and his Marxist brother-in-law that the errant ecclesiastical flees first, before really going to ground in a remote hill-village, south of Rome."

All goes well until disaster strikes the community. To his horror, Leo finds himself labelled a miracle-worker; and it's only a question of time before the God Squad heaves in furious, if futile, pursuit close in on their prey. But the wily prelate still has a shift or two under his soutane, and the book ends as artfully as it began.

FICTION

John Nicholson

SAVING GRACE
By Celia Gittelson
Hodder & Stoughton, £8.95

THE MIND-BODY PROBLEM
By Rebecca Goldstein
Andre Deutsch, £7.95

MYSTERIOUS WAYS
By Jennifer Chapman
Century, £8.95

Saving Grace is a delightfully offbeat little yarn, spun around one of the more engaging heroes of recent comic fiction.

"I'm often asked what it's like to be married to a genius," Renee Himmel informs us at the beginning of *The Mind-Body Problem*. Rebecca Goldstein is another American debutante, a Princeton-trained philosopher like her heroine, and obviously eager to carry on where Alison Lurie left off, exposing the iniquities of Ivy League life. Sadly Miss G. lacks Miss L.'s lightness of touch. She assaults the pretensions and insensitivity of academe with a bludgeon, and although Renee's mathematician husband is a splendidly vile creation, you can't believe that anyone who takes herself as seriously as she does would ever allow herself to become attached to an ego as bloated as Noam Himmel's. Since their marriage is the major focus of the book, this is a serious flaw.

The Mind-Body Problem contributes something to our understanding of the Jewish Princess. But this is a crowded oeuvre, and one where the standard of wit and wisdom is a good deal higher than anything Miss Goldstein has to offer, on present form.

Past form dictates that anything Jennifer Chapman writes must be taken seriously. *The Long Weekend*, her first novel, was widely admired. *Mysterious Ways* confirms the existence of a significant, if rather chilling new talent. In real life, Miss Chapman runs her own Public Relations agency. As a writer, however, it's very private relations which catch her gaze. Here, the marriage between Antonia and Stephen Laraby is distinctly shaky, even before the arrival of Gail Dodkin, novitiate at an enclosed female order run by Antonia's aunt. The Mother Superior has reservations about admitting the ecotiated, but undeniably gifted young scholar to her community, largely because Gail's power to command infatuation - in both sexes - is matched by her ability to stir up trouble. Only Antonia's local priest Desmond is immune. But then he is already damned by his long-standing and hopeless passion for Antonia.

It all sounds desperately melodramatic. And so it is, until May, the daughter of Antonia's first marriage, disappears. At times the writer seems unable to decide whether the dark forces she conjures up so skillfully reflect the supernatural or the psychopathic. There are dangers in riding two horses at once, but Miss Chapman may find that her book appeals to Patricia Highsmith fans as much as to admirers of Stephen King. Which would make her publishers very happy.

From Tonypandy to Speaker's Chair

Woodrow Wyatt

MR SPEAKER
By George Thomas
Century, £9.95

George Thomas bubbles with mischievousness and good humour. He has always laughed at jokes against himself. Once in the House he was puzzled at an excited interest taken in him by the Tories. He followed one of them, a Government Whip, and asked him to explain.

"Do you know that you are wearing an old Etonian tie?" answered him truthfully. "I bought it in the Co-operative store in Tonypandy. I liked the look of it. You're probably safe to wear it in Tonypandy, but not here." George had the last laugh. "I gave the tie to an old age pensioner in my constituency."

In Welsh terms his story is log-cabin to White House. A devoted mother, deserted by her hard-drinking husband when George was five, defied poverty to bring up her five children in ground cleanliness and respect for God. In George, who shared every moment of worry and success with her, she had her reward.

When she died in 1972, "It seemed that my ambition had died with Mam", and he told Harold Wilson that he would not stand at the next Election. When the news got out he changed his mind, becoming Speaker in 1976.

Mam had lived to see him Secretary for Wales, and all the while he was Speaker he thought how delighted she would have been. On his last day, as he approached the policeman who heads the line-

up of attendants for the Speaker's procession: "I could see Mam, my sisters Ada and Dolly, my brothers Emrys and Ivor. They were all dead now but I knew how much I owed them all. As I passed the policeman, I said, 'Thank you, Ken' - he was the eldest son of my brother Emrys."

A clever boy who became a teacher George started on the sentimental left of the Labour Party. A pacifist and a teetotaler (his stepfather drank but not as heavily as his father), an ardent Christian, he was prone to silliness when he first became an MP in 1945 but his sense of humour and his lack of dogmatic ideology saved his balance.

George adored being Speaker, which was why he was so good at it. He cherished tradition, but recognized when gentle changes were needed. He deprecates the turning of Prime Minister's questions from the genuine seeking of information on specific questions for which notice has been given into a wide ranging press conference, but he allowed it.

However, the instinct of the Commons was right. Waiting three or four weeks or more for a question of major concern to the Prime Minister to be

reached was making the Commons often remote from topics of current interest. The new system forced the Prime Minister to know about everything of importance, and to make sure that ministers perform adequately.

Though he has a sweet nature George is not all sweetness. He has some acid and revealing comments about Jim Callaghan and Michael Foot in particular, and their supposition that he would lean their way in the Chair. He was scrupulously fair, wrestling for hours with his conscience and precedents. A sensitive man, he was kind but strong enough to be firm as is illustrated in his determination to compel Dennis Skinner to conform while ruling that "the Beast of Bolsover" was an unparliamentary expression.

His most exciting days were when Labour lingered on till 1979 without a majority of its own, and he was obliged to give rulings displeasing to his old friends. His eloquence in speech has unusually transmitted itself to his writing in which he explains simply and entertainingly the details of the issues and incidents he describes. Most prominent politicians are a bore on paper, but George is far from that.

One conclusion he came to was that there are far too many Members of Parliament. Instead of the present 650, a reduction by a third to 450 would do the job more effectively.

Who gives you the best references?

| | | | | |
|--|---|--|--|--|
|  Dr Miriam Stoppard's BABY CARE BOOK De Miriam Stoppard/ Dorling Kindersley/ £4.95 |  Quotations The Concise Oxford Dictionary of Quotations/ Oxford University Press/£8.95 |  COLLINS ENGLISH DICTIONARY The Concise Oxford Dictionary of Quotations/ Oxford University Press/£12.50 |  WINE GUIDE 85 The best wines under £5 Sunday Telegraph Good Wine Guide 85/ John Murrell & Tom Stevenson/Telegraph Publications/£2.95 |  TO MAKE LIFE EASY Superstips - To Make Life Easy/Moya Brenner/Coronet/ £1.95 |
|  The Macmillan Encyclopedia Macmillan/£16.95 |  AA Car Care Automobile Association/ £3.95 |  Peter Seabrook's Book of the Garden Peter Seabrook/ Cassell/£8.95 |  The Sunday Times ABC Diet and Bodyplan Oliver Gilhe & Susan Ruby/Hutchinson/ £6.50 | |
|  Whitaker's Almanack 1985 Whitaker/£11.95 |  The Cookery Year The Cookery Year/Readers Digest/£14.95 |  You and Your Rights in Scotland T & T Clark/Readers Digest/£14.95 |  You and Your Rights in England Readers Digest/£14.95 | |
|  The Macmillan Guide to Family Health Dr Tony Smith/ Macmillan/£16.95 |  AA Illustrated Guide to Britain Automobile Association/Drive Publications/£14.95 |  Philips World Atlas George Philip/£6.95 |  The Readers Digest Complete Do-It-Yourself Manual Readers Digest/£19.95 | |

You'll find the answers to your questions at W.H. Smith. Whether you want to know about cars, cookery or quotations these are the books you need.

They've been specially selected as the definitive collection of reference books by The Book Marketing Council. Claire Rayner, one of the judges, describes them as 'books to dip in and out of with easy reference notes...'

So for your best references, come to W.H. Smith.

W.H. SMITH

Prices correct at time of going to press. Subject to availability. Books shown not to scale.

THE TIMES DIARY

Crying Woolf?

Police yesterday began investigating an attempted break-in at the London home and office of Cecil Woolf, the publisher of a book due out this year on the unsolved murder of 79-year-old anti-nuclear protester Hilda Murrell. Yesterday Woolf's wife Jean found their bathroom window cracked, its metal catch snapped, and dirt in the bath. Nothing appeared to be stolen. The night before, Woolf had discussed the Murrell book with its author, Graham Smith, who subscribes to Tam Dalyell's theory that British intelligence services are linked to the murder. Smith, in turn, talked that night with Judith Cook, who first raised the issue in the *New Statesman*. Cook tells me she believes her phone is bugged. Besides the Murrell book, Woolf has published both Tam Dalyell's Falklands books. This is the third mysterious incident connected with the case: after the original burglary at Miss Murrell's Shropshire home, her nephew Rob Green, a former officer at Northwood naval HQ during the Falklands war, suffered an apparently motiveless raid on his flat in St Albans.

Off the menu

The £40-a-head La Tante Claire restaurant in Chelsea, which with the Waterside Inn in Berkshire is the only restaurant to be awarded three Egon Ronay stars, is about to be taken to court for breaching food hygiene regulations. In a confidential sub-committee report, leaked to the *Diary*, Kensington and Chelsea's health inspectors claim La Tante Claire breaches regulations covering insanitary premises, handwashing facilities and cleanliness. Yesterday the owner, Pierre Koffman, told me he would not contest the action - "I know a lot of restaurants more dirty than mine" - but will close at Easter while improvements are made.

Unorthodox

A feature on Billy Graham's mission to Russia in the latest edition of his magazine *Destiny* contains a photograph of a typical devout Russian couple listening attentively to Dr Graham in a Moscow church. Unfortunately the couple is not Russian. The bearded man is *The Times*'s Moscow correspondent Richard Owen. The woman is his wife. And it is a reporter's notebook, not a prayerbook, in Owen's hand.

Firing line

In his self-appointed role as a Kissinger-style mediator between the Arabs and Israelis, President Nicolae Ceausescu of Romania last week entertained Yasser Arafat and is now host to the Israeli premier, Shimon Peres. Peace-maker Ceausescu will be wise to refrain from mentioning that last week he sanctioned the destruction of a Jewish cemetery at Targu Mures, on his Transylvanian country estate, to make way for a new shooting lodge.

BARRY FANTONI



'Funny, I hadn't heard they were on strike'

Kee notes

After the expensive fiasco over Mick Jagger's book, one might have thought that Weidenfeld would be more careful with his money. Apparently not. To broadcaster Robert Kee it offered contracts for two books worth a staggering £50,000 apiece in advances alone. The first, *The World We Left Behind: A Chronicle of the Year 1939*, came out last year, and Kee began work on the second, *The World We Fought For*. Unfortunately 1939 was hardly a bestseller, leaving Weidenfeld facing a loss believed to be in excess of £40,000, and the prospect of the same again with 1945. Weidenfeld tried to negotiate a reduction in the advance for 1945 but failed. Instead the contract was terminated, with Weidenfeld paying Kee a hefty "penalty" fee. Kee must be laughing all the way to the bank: 1945 will still be published - by Hamish Hamilton in May.

That's no Lady

In its centenary souvenir issue today, *The Lady* publishes a biography of its remarkable founder, Thomas Gibson Bowles, journalist, MP, master mariner and man-about-town. It contains a passing reference to a Miss Shell, merely noting that she was governess to his four children. Indeed she was. She was also mother of at least three illegitimate children by Bowles - himself the illegitimate son of a Liberal MP - and later became editor of the magazine as a reward, some suggest, for her services. Even in these enlightened times it seems there are some things Ladies should best not know about.

PHS

A post-mortem on a generation of Britain's tower blocks and deck access flats will be conducted in the next two days as council chairmen, technical officers and tenants' organizations meet in London and Manchester to discuss what can be done with them.

The complexity of the problem is matched by its scale. Nearly one million system-built flats went up in the post-war housing boom, born of successive governments' good intentions and attempts to win votes. Electors and party conferences were promised up to half a million new homes a year.

To achieve such targets, engineering and building companies introduced prefabricated systems, many imported from abroad, while the architectural and engineering professions largely took very little interest in what was going on, or were swept up in the excitement of delivering the goods.

Today the cost of their enthusiasm is proving very dear, in both the misery of tenants living in appalling conditions and in terms of the money needed to repair and refurbish or demolish and rehouse.

It is estimated that at least 10,000 homes built within the last 15 years have already been torn down, and that £5 billion will need to be spent on essential repairs by the turn of the century. Councils, meanwhile, will be repaying the original building loans for the next 45 years.

The Government's decision on Tuesday to order councils to make safety checks on Taylor Woodrow, Anglian, Larsen and Nielsen (TWA) blocks, of which Ronan Point is an example, was timed to have a direct impact on today's seminar on the subject which the GLC is hosting at County Hall. There are at least 5,000 flats in TWA blocks on 36 estates in London, and perhaps another 3,000 flats built from the same system around the country. The stark

Charles Knevitt looks at the financial burden imposed by the nation's Ronan Points

Who will pay for the high-rise folly?

choice is between demolition and repair.

Newham Council in east London has already decided that Ronan Point and five other blocks on the Freemasons Road Estate must come down. Three more blocks are being evacuated so that essential fire-proofing can be carried out. The housing chairman, Fred Jones, plans to dismantle Ronan Point so that the precise construction methods will be revealed and councils owning similar blocks can learn the nature of the problems.

There is nothing exceptional about Ronan Point compared with other TWA blocks. Except, of course, that at about 5.45 am on the morning of May 16, 1968, a gas explosion in an eighteenth-storey flat caused the progressive collapse of the south-east corner of the building. Five people were killed and 17 injured.

The disaster, and the subsequent tribunal, ensured its immortality as a symbol of the technical failure of Britain's post-war housing policy, of building a large number of homes at the lowest cost and of low quality. Like the ghost in Henrik Ibsen's play, Ronan Point will never die but

can only be laid to rest by coming to terms with the issues which it raises.

The main issues are these. To what extent are system-built flats repairable to ensure their continued use for an economic period, say a further 45 years? And who is responsible, financially as well as morally, for putting things right or for demolition and rehousing the tenants?

To answer the first question, councils will have to wait for the Building Research Establishment to complete its appraisals of 36 types of system in common use since the war. At least 140,000 flats are involved. One might well ask whether, by putting only 15 people on to researching the systems from existing published sources rather than undertaking any practical tests, the Government is really doing enough.

To what extent can remedial work be guaranteed to last? After the Ronan Point disaster more than £100m was spent bolting up nearly 600 tower blocks containing 40,000 flats. Among them was Ronan Point itself which, less than 20 years later, is again found to be structurally

unsound. No one wants to throw good money after bad for the sake of expediency.

On the question of responsibility councils (mostly Labour-controlled), which own the blocks, are not optimists that their argument will carry sufficiently strongly for the correct action to be taken. It was government departments - the Ministry of Housing and Local Government and the Ministry of Public Building and Works - which persuaded builders to introduce the methods used, in order to meet their election promises, and which gave councils subsidies to pay for them.

The Building Research Establishment was involved in formulating the regulations and codes which applied to the blocks; and government even set up the National Building Agency to vet the systems and issue certificates of worthiness. After the Ronan Point collapse the government of the day paid for half the cost of remedial work (it was going to be 40 per cent until the outcry from the local authorities). How much does this Government intend to give them now?

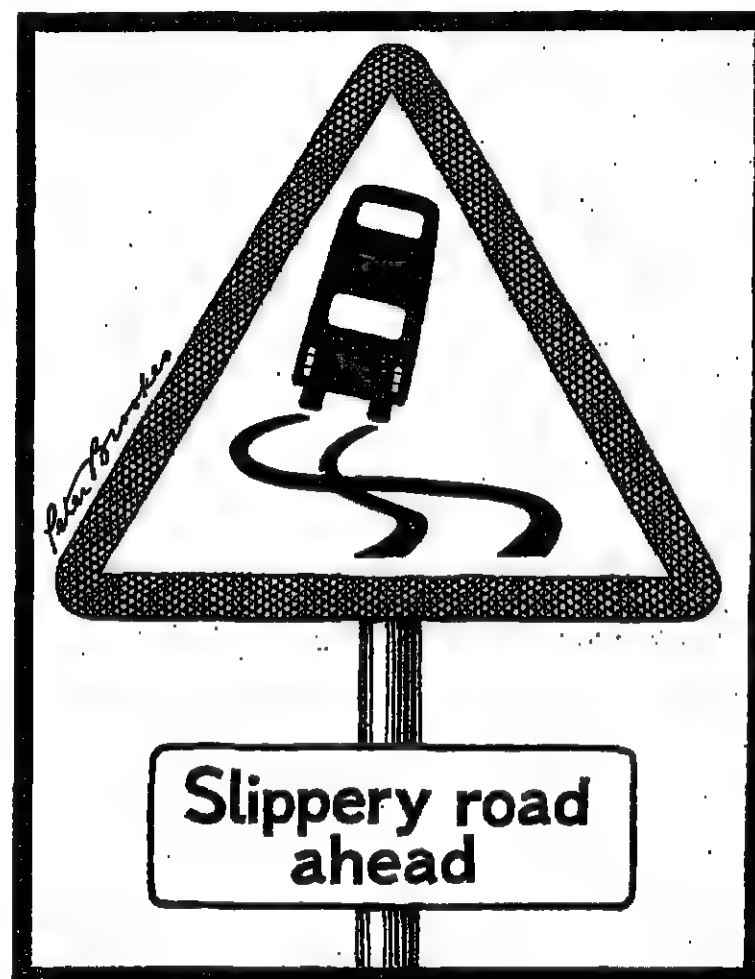
The omens do not look good for councils with TWA blocks, or those meeting in Manchester tomorrow to discuss deck access flats. The Government is trying to distance itself as far as possible from what it argues are individual council problems with individual estates. In the case of one London borough, its entire housing allocation next year for one area will be absorbed in patching up one TWA estate. Many other councils will probably discover that they are in the same position once safety checks have been carried out.

When will this government come to terms with the ghosts of its predecessors and finally lay them to rest?

The author is architecture correspondent of *The Times*.

Stephen Aris on the growing doubts over bus privatization

The skids under Ridley's bill



In October 1981 the Tory-controlled Hereford and Worcester County Council decided to put some of the Government's ideas to the test. About half the county was deregulated and private operators were invited to go head to head in a trial of strength with the local operator, Midland Red, a powerful offshoot of the NBC. As there had been many complaints about the quality of the Midland Red service, the county was hopeful of success.

As it turned out there was no great rush. The first and for some time the only applicant, a company called Flashers Coach, soon fell foul of the traffic commissioners, who commented when revoking its licence: "It is just as well that those who travelled in your vehicles did not know how much their health and safety were at risk."

But by the summer of 1983 the picture had changed. Three private companies were fighting Midland Red for business on a very narrow front. The battleground was the relatively lucrative handful of routes between the city centre and the housing estates on the outskirts. Midland Red hit back by slashing fares and putting on more buses, increasing the frequency of services on some routes by 78 per cent.

Mills freely admits that initially the public benefited but only, he adds, at off-peak times when the private operators had finished their school runs and other contract work. Furthermore, he says, the private companies did no market research and opened up no new routes; they merely tried to steal Midland Red's business on the same schedule but a few minutes ahead. There were undignified scenes as rival buses raced each other to the next stop.

As the battle raged, the city council began to show the whole operation with genuine alarm. In November last year, Graham Roberts, the city surveyor, reported: "The competition has resulted in a dramatic increase in the number of vehicles present in the limited confines of the city centre. It has created major environmental problems with little or no opportunity to control or limit the problems created. Public reaction has not welcomed the increase in the city centre and complaints have been long and generally justified." Hereford the experiment has been a "trial in a good many aspects."

Since then, however, the problem has eased. Midland Red's response has been so fierce that now only one of the three private operators is still working these routes.

There is ammunition for both sides in the Hereford experiment. The Government's supporters would argue that Midland Red is so big and so powerful that its rivals had no chance and were bound to come off the road. Its critics would say that the chaos was predictable, inevitable and in the long run counter-productive.

Their power to mobilize tens of thousands to demonstrate in favour of the project and their influence over the government have been all but paralysed, at least temporarily.

Their leader, Dr Anton Benya, has been transformed from one of the most powerful figures in Austrian politics to a powerless figurehead. His followers, furious at the power plant's new opposition, formulated a plan to eject the demonstrators and it took all the government's very great gifts of improvisation to prevent them.

The question remains whether the trade unions' anger can be confined to noisy protests and whether the well-oiled machinery of Austrian consensus politics can cope with the new dimension created by the resurgence of environmentalist feeling throughout the country.

While the coming celebrations of the signing of the Austrian State Treaty in 1955 will commemorate the extraordinary achievements of Austria's politicians over 30 years, Hainburg has revealed all too clearly how fragile the renowned art of Austrian compromise has become.

Richard Bassett

Ronald Butt

Wanted: a credo for capitalism

The Conservative Party has a problem. It is the same problem that it always has, but in the prevailing social and economic climate it becomes more acute. Whereas the Labour Party can assert that its programme is based on a moral principle - selfless sharing - to be achieved by the planned subordination of each individual's personal interest to the well-being of the community, the Conservatives have to defend a capitalist system which is built on the assumption that the prosperity and well-being of all is best served as a by-product of the free pursuit of economic self-interest.

Defenders of capitalism and the free market can, of course, properly claim that the system is well justified by its consequences since it safeguards liberty against the pretensions of the state, and also because the energy of personal enterprise is more productive than the planning of bureaucrats and that all benefit from this.

Even so, that does not remove the difficulty faced by a Conservative Party in an age when its principal purpose is more to defend a free economy against the moral claims of socialism than to fulfil its original function of preserving the best in the constitution and ensuring the continuance of a stable, but evolving society. It is, to say the least, a handicap for the Conservative Party that by the nature of things it lacks a self-defining moral theory to justify capitalism. Unlike socialism it cannot easily claim to be based on a moral principle but merely to be justified in the grounds that, by accepting human nature for what it is, it makes the best of a bad job.

The other day I listened to a lecture given under the auspices of Gresham College in the City of London by Professor Peter Berger of Boston University, a sociologist involved in the study of international capitalism. His theme was the rather different one that Marxism is the only theory which systematically interprets capitalism in its social aspect, that there was no general theory of capitalism to unite all its well-meaning supporters, from the Keynesians to the monetarists, and that there ought to be.

As he presented it, the modern world now divides into three parts: western industrial capitalism, industrial socialism (exemplified in the USSR and its satellites) and East Asian capitalism. He also argued that while capitalism has a relationship to individualism, that linkage is extrinsic and accidental rather than intrinsic, as illustrated by Japan, where, of course, the worker is obligated to the company for everything of importance, in his material life to an extent that is wholly alien to western ideas, and individualism takes second place to the capitalist collective.

In his lecture, Professor Berger also asserted the close relationship between capitalism and political democracy. He emphasized that though there are many capitalist countries which are non-democratic (all in the Third World) there are no genuinely socialist societies that are democratic. Socialism requires constant expropriation as a perpetual condition of its survival; it needs a perpetual process of intervention by the state against individual actions. It demands in practice a kind of dictatorship. As for the question of introducing market elements into a socialist society, as is now tentatively happening in China and parts of Eastern Europe, this would either lead to the destruction of socialism, or it would have to be supervised by the elite whose right to govern by socialist criteria it would threaten.

This is a rational analysis but it

still leaves us with the unanswered question: is there a wholly different morality about western capitalism, essential for a society whose basic morality is liberal? What, further, are the prospects for democracy, under conditions of pure socialism and capitalism? Above all, is it possible for a capitalist society to claim, as socialism does, that it is moral in itself and not simply the most convenient way of managing the urges of power and money that are intrinsic to corrupt human nature?

In practice, of course, capitalism is anything but unbridled, and is hemmed about by social imperatives which call for the state to intervene and the bureaucrats to operate a vast industry of redistribution. Whatever absurdities result from this, it provides a gentler society to live in. Even so, capitalism is more on the defensive than it should be because it cannot claim the human objectives that socialism has, based on the dominance of the state, and the self-perpetuating activity over the lives of those they govern.

Yet there is a moral basis for capitalism that is intrinsically valid. It rests on the claim that ultimate morality exists only in the individual who is guided by a basic moral insight, which has been perceived and taught by all the great religions and philosophical systems that have commended man's loyalty. This does not mean that there is no such thing as a moral society, because essential morality is individual. Nazism was surely an amoral society; so is Soviet communism. Societies, including our own, which try to operate by accepting the ultimate importance of each individual for his own sake, and not simply as a tool of the "moral" state, can surely be described as "moral".

But since the ultimate morality must lie with the individual (whether in resisting the commands of an evil dictatorship or trying to better his fellow man), the moral basis of capitalism must surely be that it, from being accidental to it, individual responsibility is its moral justification.

Capitalism provides the only conditions in which the full challenge to individual morality can function. We also know empirically that individual morality is not anarchic, since the majority must have respect for the virtues that are collectively understood, which include concern for others.

A Conservative Party supporting capitalism should preach a society in which the state with its corrupting power, and its misuses as little as possible, but with the maximum scope for individual morality while having down a social framework in which the welfare of all is protected by basic arrangements for self-provision. These should be supplemented with state provision only where self-provision cannot suffice.

The more responsibility is placed on individuals, the better they respond to it - on the behalf of others as well as their own. The difficulty is that socialism, although it has contributed much of value to human thinking, has hijacked the moral vocabulary of politics. Conservatives, who are rather bad at producing a moral vocabulary of their own, should start from the proposition that individual responsibility is not a recipe for selfishness but probably the best means of stimulating the opposite.

Richard Heller

Beating famine, salami style

In recent years a number of American banks have been victims of a computer fraud known as "the salami". It involves the use of a user's gaining access to a bank's central computer and instructing it to transfer regularly a minute sum, perhaps just a single cent, from the bank's accounts into a single account under the fraudster's name or control. No one except possibly Mr Scrooge McDuck notices a shortfall of one cent from his account, but one cent multiplied by several million is a lot of salami.

In different hands the salami could become a novel but legitimate means of fund-raising for charity. Suppose that banks offered, as an optional service to customers, a facility whereby "odd pennies" in their accounts would be regularly and automatically transferred to a fund for charitable purposes. Customers could instruct their bank regularly to round their balances downwards, say to the nearest 10 pence, or to the nearest 50 pence or pound, and transfer the surplus to a good cause.

Such a new facility - an electronic collecting tin - could prove to be a highly productive and cost-effective means of raising funds for charity. There would be no administrative or promotional costs for the charity concerned and other fund-raising activities would not be prejudiced. The scheme could reach a large number of people very quickly and involve them as contributors to charity for the rest of their lives.

It is not an original idea. In the past Oxfam and other prominent charities have proposed it to the banks, who objected - and still object - that the extra administrative costs involved would render the scheme ineffective as a fund-raising proposition. They also say that if they introduced the scheme for one charity they would have to make it available to all, thus increasing costs and reducing the yield to any particular charity.

I believe that both these objections could be overcome. As to costs, the banks would not be giving away their own money but offering customers a facility to give away some of theirs. Certainly the banks would incur extra costs, but it seems hard to believe that they would be an excessive burden. After all, the original salami frauds were perpetrated by lone computer hackers, with high skills but minimal resources. It should not be beyond the wit of the banks to operate a salami scheme openly and legally from their massive resources of technology and skill.

The banks' second objection could be overcome in a way which would also minimize administrative costs. The banks could, reasonably, establish one common fund for charitable purposes and make the recipient of any and all salami money.

Such a fund should perhaps be devoted exclusively to the relief of famine, whose need for funds is unceasing and inexhaustible. The general public I believe would accept that famine relief should enjoy a monopoly of the funds raised from the new scheme, which would not divert funds raised by present methods for other causes.

As a counter to the additional costs the banks would also acquire some advantages, not least goodwill. By creating a new and imaginative force against famine the banks would gain significantly in public esteem. Indeed the first bank in the field might earn substantial new business at the expense of its competitors.

There is an Ethiopia in the world every year, every day. There cannot be too many ways of raising new funds against famine. Could not banks consider their attitude and operate at least a limited experiment? Salami against famine is far from baloney.

END GAME

As we approach the conclusion of the miners' strike - since even in the light of last night's rejection by the union of the Coal Board's proposals the effective end of this dispute is really in sight - there will be an understandable temptation to rush things through and to ignore points of enduring principle which, after heavy drafting sessions, only too often become relegated to points of detail.

There is now a Coal Board document which is officially stated to be the final word from Hobart House. Given the Coal Board's negotiating record since July, when it started to make serious and damaging concessions both to Mr Scargill and, later, to Nacods, this newspaper would have no profound confidence in the professed finality of that document any more than it believes that the substance of a settlement with the Mineworkers Union on these terms holds much hope of a healthy future for the British coal industry. Our own ideas for the essential restructuring of the industry which have been put frequently in these columns already, will be deployed in fuller detail when work resumes. In the meantime, however, the Coal Board's final position has to be taken at its full word because it has now, not only received the endorsement of Mr Peter Walker, the Secretary of State (and therefore by extension the Prime Minister) but because its finality, at least, if not its merits, have been agreed by Mr Willis and his colleagues on the TUC.

Not too much should be made of that agreement, but we should be clear about it. Mr Willis and his colleagues, individually and collectively, have agreed with the Secretary of State that the document cannot be further amended. They have said that it provides no basis for further negotiation. That is what Mr Walker and Mr McGregor assume they will have told the national officials of the NUM yesterday. They have not therefore recommended the document. They have nothing to say

about the merits of a settlement based on it.

Last night's rejection thus again restores Mr Scargill's freedom of manoeuvre, just as at Congress in September. Then he extracted promises of full TUC support for his strike without having to concede any substantial TUC involvement in his operations. The fact that the TUC has been negotiating on behalf of Mr Scargill's union over this weekend reflects divisions within his NEC. But we should not delude ourselves too soon into thinking that now that the TUC has discharged this limited function, it will have much effect on the outcome of the argument which will continue to unfold between factions within the NUM.

Whatever tactical calculations can be made after today's delegate conference about future political developments within the NUM, the Coal Board's final position is now available for assessment. It can be judged against the underlying principles in defence of which the strike has had to be restricted at so much social financial and political cost to the country. The original principle was an industrial and economic one. It concerned the duty of a public enterprise to manage its operations on behalf of its owners, the taxpayers, but with due regard for the wellbeing of those working in the industry. To discharge that responsibility the Coal Board had to preserve its final managerial prerogative to take decisions which serve the best interests of the industry, always respecting agreed procedures within it but remembering that the overall interest of the industry, and its paymasters, was not to run it as an expensive system of outdated industrial welfare, but as an organization which could make a valuable economic contribution to Britain's economic future.

Mr Walker and Mr McGregor will assert that the Coal Board's final document subscribes to these industrial principles. The Coal Board's final

duty to take managerial decisions is upheld and, should the NUM agree, the union's respect for that prerogative and compliance with the preliminary procedures will also be upheld.

The economic principles are less clearly to be seen. It is true that the Coal Board in the document asserts the view that the union membership's best interests would be served by the development of an economically sound industry. That is nowhere asserted by the NUM. In other words the public will have to accept that the economic case has only been recognized implicitly by the union because its representatives have agreed to the document as a whole. Such an omission can only spell trouble for the future, and it should not have been left so vague.

This vagueness will aggravate the detailed negotiations now to ensue on questions of pay, amnesty for convicted miners and composition of the review bodies. But there is an even more important reason for regret that the Mineworkers Union might have been allowed to escape from any explicit embrace of the sound economic principle which the Coal Board has spelt out on its own, and for which it has held out over all these months. That concerns the conduct of the dispute which apparently started as an industrial and economic one and subsequently developed into an issue concerning major questions of public order, freedom, violence and constitutional authority.

So much has thus been at stake, though none of those issues will feature in the final settlement. It should have been all the more important, therefore, to see that the industrial and economic elements of the dispute were so clearly expressed that they need no further explanation to reassure the general public that the struggle was worth being joined. Signatures on the document would not have been enough to reassure the nation of that point.

THE THIN RESERVE LINE

In a series of articles this week we have pointed to some of the changes which have transformed Britain's armed forces in recent years. No one with memories of National Service (one generation ago) or the Second World War (nearly two generations ago) can fail to be impressed by the metamorphosis.

Servicemen are better educated and more keenly motivated than they were, reflecting both the changing pattern of society and the demands which are made upon them in an age of high tech and terrorism. That the shift has been in the right direction is suggested by their performance in Northern Ireland and the Falklands War where, whatever political arguments have arisen, the courage and professional skill of the forces have been largely unquestioned. But these have been peripheral to the theatre of operations for which the services have been designed. There has been no test of the adequacy of our defences for a war in Central Europe and its flanks - where we have immense responsibilities in Nato's front line. That the troops would prove resourceful and well trained can probably be assumed. But never mind the quality - feel the width. Do we have enough of them?

The shape and size of our armed forces has been

determined by a number of assumptions, chief among which is that the next world war would be a short one. Not only that, but it would be fought with high-precision weapons demanding more brain than brawn. A small, skilled highly professional force has, therefore, been not only politically preferable but - happily - better suited to the task. Or so it seems.

Wars generally last much longer than expected - or so the experiences this century would suggest.

If this turned out to be the case next time, this country would be in trouble. Not only are our existing reserves needed to flush out the forces to their wartime strength, but so are the training machines at home. The need to increase wartime stocks to cope with the drain on firepower has already been demonstrated by recent conflicts in the Middle East and elsewhere. But if fighting went on longer than expected Britain would not only run out of manpower but would have no ready means of training more. The assumptions we are making are thus not only questionable, but irremediable. That should be a cause for some concern.

Few other countries suffer from this dilemma, either because they have retained

National Service or - as in the case of the United States or India - they have much larger standing forces. That Britain will re-adopt conscription looks unlikely and a massive expansion of our regular troops even more so. The answer must therefore be to make better use of our reserves.

Some appreciation of this has been evident in recent years. The Territorial Army has been expanded, better equipped and more closely integrated with the regular army. The Home Defence Force is now also being enhanced, since the start of this year, and our regular reserves are being more closely monitored. Serious consideration should now be given to expanding and improving the Armed Services Youth Training Scheme, which has so far made a shaky start - and to adding a reserve commitment.

The expansion of reserves is not only a cost effective way of playing the numbers game but it puts society as a whole more closely in touch with the services. Defence is a national responsibility in which people have a right to be involved. This is not to diminish the professional skills which the forces have amassed. It is to argue that quality is not everything and that we are in danger of swinging the balance too far in one direction.

The right of appeal

From the *Chairman of the Bar*
Sir, On February 5, clause 43 of the Administration of Justice Bill, which would have removed the right to appeal to the Court of Appeal from a decision of the High Court refusing leave to apply for judicial review, was negated in committee in the House of Lords.

It is apparently the intention of the Government still to remove that right, but to put it in its stead a review by a divisional court of the Queen's Bench, presided over by a lord justice of appeal; and it is apparently intended that this matter shall come before the House on Monday, February 25, on the report stage of the Bill.

Judicial review is now the only effective way of seeking a remedy in many important areas of public law. The issues which can be raised are almost always of the highest importance to the litigant himself, and often to the public interest of good administration. It is by judicial review that there can be some judicial control over administration. This field of law has in recent years developed fast, in response to the steadily increased scope and strength of executive power.

The requirement that it should be necessary to seek the leave of the court at all strikes some of our colleagues from common law juris-

dictions overseas as strange, but if there is to be such a requirement, an applicant for judicial review should not be shut out without having the opportunity to have his case considered by a tribunal of the standing and independence of the Court of Appeal. The Court of Appeal can, when it considers it right to do so, follow a line different from a line which may have been followed in the Queen's Bench.

The original thinking behind clause 43 was to save valuable judicial manpower. It was always questionable how much time would be saved. Where an appeal succeeds, judicial time is clearly not wasted. Where the issue is borderline, the same is true. Where the appeal is hopeless, the oral hearing will be short. If, however, as is now proposed, there is in any event to be a right of review, there will be no saving of judicial time.

Now it is accepted that there should be a right of review, the only question is at what level the issue should be decided. In my view this is neither the time nor the occasion on which to whittle down rights of appeal.

Yours faithfully,
DAVID CALCUTT,
The Senate of the Inns of Court and the Bar,
11 South Square,
Gray's Inn, WC1.
February 14.

Nuclear deterrence

From Lord Chalfont
Sir, Monsignor Bruce Kent's comments on the dilemma of nuclear deterrence (February 12) provide material for some interesting speculation. His formulation of the problem is remarkably similar to that of General Brent Scowcroft, whose report to President Reagan on nuclear strategy last year contained the following sentence:

Deterrence is not, and cannot be, bluff. In order for deterrence to be effective we must not merely have weapons, we must be perceived to be able, and prepared, if necessary to use them effectively against the key elements of Soviet power.

An even more interesting similarity is that between Monsignor Kent's conclusion that "suicide is clearly not a rational defence policy" and it is high time that we had one and the reasoning behind the President's strategic defence initiative, now commonly known as "Star Wars".

It would indeed be a significant development if the Campaign for Nuclear Disarmament were now to pursue the argument of its general secretary to its logical conclusion and declare its support for President Reagan's strategic defence initiative.

Yours sincerely,
CHALFONT,
House of Lords.
February 12.

As seen through bishops' eyes

From the Right Reverend Dr Oliver Tomkins

Sir, As one of the two bishops who presented Dr Jenkins for consecration as Bishop of Durham, I would comment on the letter (February 16) from the Bishop of Norwich.

He rightly says that the services for the consecration of bishops in the *Alternative Service Book* confronts every bishop-designate very clearly with "the challenge to confess the fullness of the Catholic faith before the laying on of hands." I stood beside Dr Jenkins whilst he answered "clearly, humbly and confidently" in the affirmative all the questions put to him by the archbishop. I do not believe that he was lying.

What is at stake is the interpretation of the words of Scripture and creeds, personally held and interpreted, e.g. of the scriptural accounts of the Resurrection, which is neither that of the Bishop of Durham nor that of the Bishop of Norwich, and I claim the same right as either of them to answer affirmatively to the searching questions of the ordinal.

Those responsible for recommending men to fill the sees now or soon vacant will realise that the family life of the Church of England stands in different kinds of minds to lead it.

Yours faithfully,
OLIVER TOMKINS,
14 St George's Square,
Worcester.
February 16.

From Sir John Barnes
Sir, Clifford Longley (feature, February 9) compares the present Bishop of Durham with my father, Bishop of Birmingham from 1924 to 1953, Canon Bentley. (February 13) builds on this to say that we have been here before.

But have we? My father might not have agreed with some of Dr Jenkins's underlying ideas, but he certainly would not have expressed them in the same language. He had a reverence for simple religion and a respect for human dignity.

Nevertheless, Archbishop Fisher saw fit to condemn my father's views, saying that if he held them himself he could not hold the office of a bishop - an obvious hint that my father should resign. Indeed, at the same time, the ecclesiastical establishment introduced a Bishops' Retirement Measure, clearly designed to oust people like my father on doctrinal grounds. They did not succeed.

Unlike Fisher, the present Archbishop of Canterbury, in his remarks to the General Synod on February 13, has shown a genuine and commendable compassion.

The Church of England is nothing if not comprehensive. It should not ask either/or questions but seek both/and answers. But to do so, its bishops should avoid giving gratuitous offence.

Yours faithfully,
JOHN BARNES,
Hampton Lodge,
Hursley, Wokingham,
Sussex.
February 14.

Fair deal on the land

From Mr Aidan Harrison

Sir, Mr Stanley Clifton Davis (February 5) could be making a serious error in assuming that a further cut in cereal support prices will result in greater protection for the natural environment and a better cereal/livestock balance.

Farmers burdened by high interest and rental costs will be forced to maximise output by cultivating every available square yard and increasing applications of highly cost-effective chemicals and artificial fertilizers.

Lower grain prices would make intensively produced poultry and pigmeat further displace beef and lamb in our diet, so that even if farmers were able to finance the cost of returning to pastoral farming it would be difficult to find markets for their cattle and sheep.

If the European Commission is seriously concerned about the wellbeing of agriculture and the countryside it should be formulating policies which discourage the use of intensive farming systems and pollutants while favouring the more environmentally attractive extensive/pastoral methods.

Price support cuts without other measures will turn the countryside into a depopulated rural slum.

Yours faithfully,
AIDAN HARRISON,
Northampton,
Northumbria.
February 14.

Foiling the freeze

From Dr S. G. Bauer

Sir, *The Times* has never failed me yet spread out under the duvet blanket it has given me a comfortable night's sleep in the most arctic bedrooms for over half a century.

Yours faithfully,
S. G. BAUER,
Willowpit,
Hilton,
Derby.
February 16.

From Mr Trevor Morgan

Sir, The February freeze-up and current discussions about religious education in schools combine to remind me of a message which, in 1947, I found chalked on a blackboard in a London grammar school. It read: "No football, bring Bibles."

Yours faithfully,
TREVOR MORGAN,
Croft Cottage,
Goldcroft Common,
Caeleion,
Gwent.
February 17.

Holes in the welfare safety net

From Mr Ian McMaster

Sir, Not only is John Hoskyns's analysis of Britain's economic decline without basis, as shown by Kaldor and Ward (February 15), he also shows a complete lack of understanding of the present welfare muddle.

He bemoans the fact that one in eight of the population is now reliant on supplementary benefit without considering why this is the case. It is certainly not because benefits are too generous either in absolute terms or relative to wage levels. Studies show that supplementary benefit is totally inadequate even for subsistence let alone full participation in society. Nor have benefit levels increased relative to wages in recent years.

No, the Beveridge "safety net" concept has failed, first, because contributory benefits have been consistently set too low - some have even been cut in recent years - and second, because contributory benefits are unable to cope with a situation of mass and long-term unemployment in which people either cannot "earn" the right to social insurance, or else they exhaust their entitlement.

The real "man-made disaster" is the pursuit of policies, such as the spending cuts advocated by Hoskyns, which have led to a rise in the number of unemployed people receiving supplementary benefit from 1.2 million in 1970-80 to 2.8 million in 1984-85. In addition to the cost of the benefits, this represents an appalling waste of human talents, skills and energy.

There is indeed a real need to reform the welfare state. This requires, however, significantly more resources rather than wholesale dismantling. Hoskyns's call for support to be directed to those in "real need" is a demand for further means-testing, with the associated problems of extending the poverty trap and low take-up. Not surprisingly, the Institute of Directors think that low take-up of benefits is a good thing since it leads to reduced public spending!

It is clear that collectively we can afford a decent, dignified and non means-tested welfare state. While, as Hoskyns says, the tax burden on those with lower incomes is too high, this is not true of the overall tax burden. The tax structure must

be reformed to ensure that it is more progressive.

There is no shortage of sensible and realistic proposals for the reform of the welfare state. The vast majority of evidence given to the "Fowler reviews" totally opposed the Hoskyns analysis and prescription. Unfortunately, there is a real danger that the minority view of unduly influential groups such as the Institute of Directors will play a greater role in shaping future policy.

This will be to the detriment of all except those people who will benefit most from the tax cuts which will be financed by the assault on the welfare state.

Yours faithfully,
IAN McMASTER,
Action for Benefits,
c/o SCS,
124-130 Southwark Street, SE1.
February 15.

From Mr R.P. Harsant

Sir, I must come to the defence of Sir John Hoskyns following John Cousins's attack in his letter (February 18).

Sir John in fact spent 11 years (until 1975) running this company - Hoskyns Group Ltd - which designed and installed the first computer application systems in the UK for manufacturing companies. The company was (and still is) a leading systems supplier to the financial services market. Thus he does indeed have considerable insight into these two industries.

Further, this company, which employs over 12,000 people, does actually pay people on their individual performance and we do not find this to be a management problem.

Mr Cousins states that there is nothing so divisive as different pay for comparable work. Whilst on one level this may be so, I would disagree with the general philosophy behind the statement. To pay people the same is surely demotivating - what incentive is there for people to try to be more efficient and productive if that effort cannot be recognised in the most obvious way?

Yours faithfully,
R.P. HARSANT,
Financial Director,
Hoskyns Group Ltd,
Africa House,
64-78 Kingsway, WC2
February 19.

Forty divided years

From Mr Andrei Dubrovsky

Sir, On February 4, exactly 40 years after the Yalta conference began its work, your newspaper made assertions with a view to revising the decisions reached there.

You write, for example, that "for tens of millions of people in Central and Eastern Europe 'Yalta' is the enduring symbol of their betrayal by the West into Soviet bondage," that "the 'Helsinki' process 'may yet be a part of overcoming Yalta', rather than cementing it," and that "that must be our ultimate goal."

The Yalta conference discussed and adopted principles for post-war peaceful arrangements. Its decisions largely predetermined the development of international life in the latter half of the century. But the documents of the conference do not contain any decisions which could be interpreted as a "split" of Europe.

On the contrary, the "spirit of Yalta" (despite different viewpoints and disputes) demonstrated that the Allies in the anti-Hitler coalition could settle contradictions, reach compromises and coordinate their actions.

Europe was divided through the fault of the Western Powers themselves, because it was the USA, Britain and France that violated the decisions of the Yalta and Potsdam conferences and set up the anti-Soviet Nato alliance, having involved the re-militarized Federal Republic of Germany.

Why now, 40 years afterwards, is the West attempting to revise the results of Yalta? Apparently, there

are people who do not like the fact that during World War II the USSR, the USA and Britain managed to overcome great difficulties and differences, and to pool their efforts in the framework of the anti-Hitler coalition.

But the lessons of war, no matter what efforts might be made to silence or distort them, vividly show that the policy of confrontation and "crusades" the policy which was greatly damaged by the process of European security and cooperation, does not have any prospects.

Respectfully,
ANDREI DUBROVSKY,
Novosil Press Agency,
4 Zubovskiy Boulevard,
Moscow, USSR.
February 11.

Bombing of Dresden

From Dr Noble Frankland

Sir, Estimates of the Dresden dead, which this week have ranged from 35,000 to 250,000, are an improper basis for the assessment of an important historical event - the bombing of Dresden. Unfortunately your back page (February 13) has done nothing to restore the balance.

We in the West do not know the actual number of dead, but probably it was between 35,000 and 70,000. We do, however, know that Dresden was bombed for reasons of urgent military necessity, namely, to assist the Russian advance by the devastation of cities in the rear of the German retreat and to convince the Germans, who were still fighting vigorously, that further resistance would be useless.

Though the degree of destruction was tragically greater than required, Bomber Command had no means of foreseeing that the German night fighter force would not operate that night.

Surely, Sir, after 40 years you might help opinion to turn from hysteria to historical appraisal as a basis of judgment.

Yours sincerely,
NOBLE FRANKLAND,
Thames House,
Eynsham, Oxford.
February 15.

Judaism and surrogacy

From Rabbi Julia Neuberger

Sir, Clifford Longley reported very accurately (February 11) the tensions within the Jewish community, and in particular the Chief Rabbi's views on my opinions. It is, however, important to stress that Sir Immanuel Jakobovits, in an interview in the *Jewish Chronicle*, has implied to me views which I do not hold - describing them as obscene - and has not confronted the central issue.

Judaism is not a monolithic structure with one voice on every difficult question. The rabbis of the Mishnah and Talmud had their disagreements and there are divergent trends in the Jewish community today: a pluralist approach is the only one which can hope to give us communal unity.

Surrogacy, and all the issues raised by the Warnock report are serious matters with complicated ethical and religious problems contained within them. There are no simple answers and many grey areas. We may not always agree. But I would hope that he would defend our right to make our dissent known so that, where we do agree, we can work together in harmony.

I remain, Sir, yours faithfully,
JULIA NEUBERGER,
South London Liberal Synagogue,
Prentis Road,
Streatham, SW16.

On March 17 1873 Gladstone's Government was defeated on the Irish Universities Bill. Nevertheless the Ministry remained in uneasy office. The following year the Conservatives were elected with a majority of 50. The *Times* maintained an independent attitude during the period. The long leading article of February 21 was in two parts - one giving a welcome to the new Ministry - the other commenting on the dismissal of the old. This leader is one of the very few which *Delancey* wrote during his years as Editor of *The Times*, 1841-77.

... in a new House of Commons a Conservative Government will have a majority of 50... What would have been the feeling of the new Premier any time during the last five-and-twenty years if he had led a Party which only fell short of its opponents by 50? How would he have gathered his following at the beginning of each Session, how spiritedly he would have led them against the enemy, how skilfully he would have watched his opportunities, and how great a power in the State he would have made of himself and his immediate associates. During all his three terms of office he was in a more hopeless minority than the Liberal Leader is now; during the first three years of the late Parliament he was greatly outnumbered; and yet there never has been a time when he did not set his mark on the proceedings of Parliament, and modify, if he could not resist, the legislation of his opponents. In what respect is this position less open to a chief of the Liberal Party?

Very little reflection is necessary to show that the inherent superiority and influence of the Liberals as an Opposition must be greater than those of the Conservatives. Their prospect of winning back the constituencies which have pronounced against them cannot be very remote. That inevitable destiny which causes unpopularity to gather round Governments fills their path with enemies who declaim against their blunders, and malignity will operate against the new occupants of office as against their predecessors. They will have to offend interests and to turn deaf ears to manifold grievances. Constituencies will drop from them, as from every Government that has gone before. To this common lot must be added special disadvantages. The Liberal Party is, after all, the party of movement in this country, and such movement the country will not long consent to forego.

The Conservatism of the hour, so far as it has a true political character and is not determined by personal dislike or trade grievances, is produced by mingled fatigue and apprehension. Mr. Gladstone was going too fast; he might be going too far. No one could tell what he might do next, what principle he might not accept in an offhand speech, what agitation he might not encounter by an equivocal answer... The country has not declared against progress, but against what it conceived to be the erratic impulses of a particular statesman. As soon as he resigns, much of the spirit which overthrew him at once evaporates. It is the advantage of the Liberal Party that it can most consistently satisfy the inevitable desires which a year or two will develop in the public mind.

MR. DISRAELI, personally, may be credited with a desire to adopt what is sound and feasible in the Liberal creed, but experience has proved that the traditions of the Conservative Party cannot be over-ridden by the most powerful Minister. There is a point beyond which the followers are hard to manage; there is a further point beyond which they will refuse to march at all. Their prevailing desire is to rest, and when the time has come for a decided advance the Liberals must again take the lead. The new Opposition must acquiesce in a Conservative Government as the most fitting for the present time - as the only escape from grave embarrassments. There could be no greater misfortune than if some political accident were to prevent the trial of the new Ministry and lead to a premature restoration of the old one. But the opposition may claim to exercise a real influence on the legislation of the coming period - a legislation which we know must be supplied by measures of Liberalism. The numbers, the political experience, the past services, and the certain prospects in the future of the Liberal Party forbid it to despond.

Arts without subsidy

From Mr Kingsley Amis

Sir, According to David Hewson (feature, February 14) "the sense of anger, disillusionment and even betrayal now being expressed over the direction of the Government's arts policy is virtually universal." But not quite. Surely I am not alone in welcoming anything approaching a cut-back in public spending on "the arts" as a step towards the distant but desirable goal of ceasing it altogether.

Subsidy damages art by tending to foster irresponsibility, showiness, cliquism and self-indulgence in the artist. At the same time the public's power to choose what art it wants, by financial pressure on the artist, is dangerously weakened. And whatever might be said about public taste it is better than the taste of the people the subsidised artist is likely to set out to please or impress: critics, colleagues, friends, experts, bureaucrats.

Yours faithfully,
KINGSLEY AMIS,
c/o Jonathan Closes,
22 Prince Albert Road, NW1.
February 16.

Age concern

From Mr R. E. Alston

Sir, In his Saturday article "Making things as good as old" (February 16) Roy Strong seems to think that it is only in country and gardening clothes that a hint of age is permissible. He should examine teenagers' attire, especially their jeans.

My son has a denim jacket which he has buried in the garden three times. I assume this was done to age it; it certainly did. Mostly, however, he succeeds in giving his clothes an antique look without going to such lengths.

Yours truly,
R. E. ALSTON,
3 Blakes Avenue,
New Malden,
Surrey.
February 17.

THE ARTS

Television
The last rose

Rosamund Lehmann is 84 this month. She wrote her first novel *Daisy Answer* in 1927. This newspaper observed that it promised new possibilities for literature and successful novels followed. In 1953, she wrote *The Echoing Grove* then slipped from the public gaze until the 1980s when she was republished by Virago.

Last year a film was made of her 1950s novel, *Weather in the Streets*, and now she appears to have captured a new, young audience. Until last night she had never been seen on television, so BBC's Bookmark had something of a coup.

They did not make the most of it, preferring to adhere to a constricting format. This included comments on work by novelists and critics A.S. Byatt and Ian Wright of Queen's College, Cambridge, and dramatised extracts and readings by Phoebe Nicholls - all interesting but less compelling, perhaps, than hearing more of the author herself.

When Miss Lehmann spoke, she promised much. She did not like to be reminded of her first heroine, Judith, she said. People had fallen in love with Judith but, looking back, she was sickened by her, finding her self-pitying and morbid. She had written out of a

compulsion to write. "I started to write *Daisy Answer* and couldn't stop." Her last book, *The Echoing Grove*, had been a kind of agony to write but had seemed to round off her life, to be the conclusion. She had felt after it that if she wrote again it would be somehow different.

Restraint, she found exhilarating, though "somehow you feel posthumous". Speaking at the opening of a bookshop, she said she could not help comparing herself with the last rose of summer, all her companions had faded and some.

There were two further items in the programme. Susan Cheever interviewed on her memoir of her father John, and an interview with Professor Robert Martin, author of a biography on Edward Fitzgerald, the second of which might easily have been deferred to allow Miss Lehmann more exposure.

Yorkshire's new sit-com, *There Comes a Time*, by Wally K. Daly, starred Andrew Sachs and Judy Cornwell. Both principals can be very funny but keep-fit material is looking pretty worn these days no matter how it is wrapped. Perhaps their time will come during the next six instalments.

Dennis Hackett

Theatre

Steafel Express
Ambassador's

Torn between the title above and *Cat* (with *The Mousetrap* playing next door), Sheila Steafel braves the wrath of Andrew Lloyd-Webber and brings them together in a show that zips through more than 20 items in two hours, spraying out a fair bit of malice on the way.

As in her 1982 programme, she saves her full fire power for the encore. Enough of clowning about, she says; what she really enjoys is serious singing. An expectant hush falls on the house as her pianist, Jonathan Cohen, switches into a fruity introduction from which she puts the boot into "My Way", rising into a thrillingly impassioned question of how everything so fraudulent could ever become a hit.

In *Steafel Variations* it was "Being on the Cloc" that got it in the neck; other previous numbers are revived unchanged. Cape Town Kitty is back, eyes narrowed under a morning-like hat, to put the blacks in their place, and there is a renewed selection of heart-warming Victorian songs about mistletoes and incurable disease. One thing I miss is her

shoe-free. Character, for Steafel, still begins with shoes; but without that eye-catching prop she has an uphill job getting them on and off.

A slight, Puckish figure who is apt to lose authority when she drops out of character, Steafel is not strictly a comedian. To be funny she has to become someone else. You might suppose that this would put her at the mercy of her material, but this is not the case. The finest piece of writing is a balletic lyric by Jeremy Browne in which a ruminous cynos looks forward to having roast swan for dinner.

One of the limpest is a straw-hatted girl's account of turning down a ugly old suitor. But both draw on her chief comic talent: showing what is going through somebody's mind while presenting a public face. Along those lines we get a guide who starts haranguing a busload of startled tourists on her cheap-skate husband; and a speaker on the epidemic of *Magisteria glaucoma* who is overtaken by the malady before your very eyes. From her honking Prime Minister to her parrot-squawking club entertainer, she has voices for all these people; you could also believe that she had invented them.

Irving Wardle

Concert
Gothic horrorsBBC Phil/Downes
Free Trade Hall, Manchester

Peter Maxwell Davies has suggested that his Third Symphony, played on Tuesday night for the first time by the BBC Philharmonic, is a piece of Renaissance architecture in comparison with the medieval cathedrals he was composing 20 years ago and so it may be, in that there is more savagery and harmoniousness in the construction.

But the old Gothic horrors remain. One may feel oneself to be gripped by a strong, urgent line of thought, often presented in alternation between instrumental families, but then suddenly something wild and extraordinary will happen.

This may be the discovery of a huge brassy grime as the final slow movement turns a crucial corner, or it may be a rather subtler derangement: just the lift of a minor third in the trumpet at the end of the third movement is enough to pull aside the curtain on what will follow. And it is precisely because Davies's music is now more homogeneous that he can make the small effects powerfully telling.

But it will need more than a single performance for one to find one's bearings through a symphony which is more ambitious in design than its predecessors and no less virtuoso in its colouring, even if it

lacks the glittering, percussive, Edward Downes conducted a generally clear and vigorously driven performance, but he could not force his orchestra up to the hair-raising tempo Davies requires in his two central movements.

Nevertheless, Mr. Downes and his players strongly maintained the tension of the big first movement, a continuous winding-up of characteristic contained hysteria. The scherzos that follow are bizarre delights, the first dancing towards a dramatic recall of the first movement's trombone duet, the second spinning between snapshot presentations of the adagio to come. Then this adagio returns to the polyphonic questing of Davies's earlier style, but - with his present orchestral dexterity,

Paul Griffiths

John Higgins in Paris and Andrew Clark in Geneva report on two very different productions of *Tristan und Isolde*

Voyeur's delight

Tristan und Isolde
Opéra, Paris

Winter holds no grip on *Tristan und Isolde*. New productions of Wagner's opera have been sprouting in rapid succession these last two or three weeks. First there was Götz Friedrich's staging at the Coliseum, a reworking to be sure of his ten-year-old Holland production, described on this page by Paul Griffiths. Then came François Rochaix for Geneva. And now there is Michael Hampe in Paris, in a co-production with his home house of Cologne.

Nothing could be further away from the Coliseum *Tristan* than the one Paris now has on view. Götz Friedrich appeared to be working in the past, in the old "brutal" style, with its darkness and clanking metal with its East German origins, which now has happily fallen out of fashion. Friedrich relied on a single coup de théâtre when a start night falls to earth as the illicit lovers are discovered in Act II. Hampe too has his start night, but only as one of a series of handsome stage pictures created by his collaborator on the famous Salzburg *Cost* and the forthcoming *Convent Garden Barbere di Siviglia*, Mauro Pagano.

Most of the action takes place

Grand Théâtre, Geneva

For its new staging of *Tristan und Isolde* Geneva has put its trust in local forces. François Rochaix and his designer Jean-Claude Maret have attracted international attention there with a handful of productions of 20th century works, mainly by Benjamin Britten. *Tristan* is their first Wagner; for Rochaix it provides a useful prelude to his projected *Ring* cycle at Seattle starting this summer, but his staging of *Tristan* appears still-born.

Taking a cue from his theatrical apprenticeship in Brecht, Rochaix adopts a "hands-off" approach to *Tris-*

tan's extreme of love and despair, in the belief that there is no need to ape on stage the moods already amply expressed in music. He treats the work like a straightforward drama set in the 19th century, allowing only a surface glimmer of pain and joy to cross the sweetly-naïve expressions of the two lovers, in a visual atmosphere dominated by conventions of behaviour. Rather than build his imagery on the foundation of the music, he uses the orchestra like a Greek chorus, commenting on stage events from the sidelines.

Berlin Film Festival

Chaos on the campus

Berlin Festivals thrive on surprises, and the Indian film *Holi*, shown in Berlin's sprawling "special screenings" section, delivered quite a number. The director, Ketan Mehta, made this adventurous drama about rebellious college students as a workshop production at Puna's Film and Television Institute, and all involved deliberately strove to steer clear of commercial clichés. From a cinematic standpoint, India is generally considered the land of brutal editing and the over-active zoom lens, but Mehta and his photographer, Jehanir Chowdhary, revel gloriously in long, serpentine camera takes, executed with rare authority.

The action - derived from a stage play - takes place almost entirely in the turbulent college's hostel, corridors and assembly rooms during the spring festival of "Holi" (the festival of fire). Mehta's camera and microphone poke into every corner, catching the natural flow of conversation and badinage. Teachers fret about expected staff cutbacks or doze in the staff room, students complain about the plumbing, taunt the shy new teacher of medieval Hindi literature, or fellow "Holi" tradition and take the day off. The atmosphere is restlessly vigorous, wonderfully alive to human quirks; unfortunately, Mehta's sympathy and control slips once the students' rebellion gets underway (perhaps the workshop students rebelled in real life?).

After a pupil is unjustly expelled, the college chairman is pelted with eggs and tomatoes at a founder's day meeting; the culprits, faced with expulsion themselves, whip themselves up into hysteria. The camera that once jovially roved round the college now stares out, beetle-browed, or spins like an enraged top. The tone becomes unbearably shrill. Yet for its first half at least *Holi* dazzles the spectator with its stylistic

authority and humane spirit: it certainly marks out Ketan Mehta - a director with one previous feature and much theatrical experience - as a new name to remember.

Among established figures, *Mrinal Sen* was represented by *Tareer Apni Apni* (Their Own Faces) - a strange little film made for Indian television, in which a meek factory clerk, facing dismissal for negligence, agonizes over his response via fantasy debates with the film's supposed author. The author, sitting in a black limbo furnished with stylized white blocks, urges defiance, and the clerk duly dreams of lambasting his employer over textbook capitalist crimes; but Sen himself (the film's real author) leaves the clerk dithering.

Among established European directors, Godard and Marguerite Duras have films coming up in competition; Britain is represented here by David Hare's absorbing psychological drama *Winterberry* (open in London) and Hugh Brody's 1919, a BFI production. Robert Benton's rural period piece *Places in the Heart*, another competition entry, was trounced with boos at the critics' screening; possibly its rampant good taste set the teeth

on edge (the film opens in London this week). If only some of the boos had transferred their attention to the Turkish film *Firar* (The Escape), which trampled all the promise out of its story about a woman prisoner in Turkey desperate to find her children. In films like *Yol* and *Derman*, director Serif Goren worked wonders with the journey motif, powerfully exploring all the physical perils and emotional tensions, and it was maddening to see him bow to commercial pressures and plunge headlong into something close to a soft-core sexual whorlpool.

So far the festival has been short of scandal, though titillating and rumour run rife. One rumour had it that various items in the special effects exhibition, described yesterday, were gradually being fished by admiring children. Your correspondent duly hurried back, anxious for the safety of the lobster Buddha from *It Conquered The World*, not to mention all the impressive artwork from *Metropolis* and the grandiose gnarled arm from *Jaws*. Luckily, most things looked intact, or at least as intact as they ever would.

Geoff Brown

Dance

Breakneck Hotel
ICA

This week's programme by Mantis Dance Company confirms the impression they gave last week of being a stronger group of dancers than their predecessors. Micha Bergese's *Stage 7* is far more clearly performed, especially by Sue Hawksley in the opening solo, although the music by John-Marc Gowan, at once pretentious and trivial, drags the whole piece down. I am amazed that a score performed live on stage can sound so synthetic.

The new work in this programme is by Timothy Buckley, who appeared in last year's Dance Umbrella Festival. Bergese is unusually quick off the mark in snapping up new choreographers to work with his dancers, and deserves credit for it, even if the other side of that virtue is an occasional impression that their newness is as important as their goodness - a wish to experience the flavour of the month.

With a lively, even at times raucous, score composed and recorded by his regular colleague Gene Tyranny, Buckley

has set dances with his accustomed mixture of fast tempi and casual interludes, full of falls and runs. The Mantis dancers cannot match the expertise of Buckley's own company in these manoeuvres, but they do pretty well and they avoid the hard-sell pushiness that Buckley seems to favour.

The generally fast pace explains half the title, *Breakneck Hotel*; the second word must have something to do with the small suitcases carried by the dancers, the various properties they draw from them, and the chairs they use during their activities, which often resemble parlour games more than ordinary dancing.

It is mostly almost as much fun to watch as to do. Any five minutes or so of it is quite entertaining, and the episodes are agreeably varied, but if it could have started or stopped almost anywhere, and swapped bits around without anyone being the wiser, As it runs for almost 45 minutes, that studied indeterminacy eventually makes the work outgrow its welcome, in spite of the talented and likeable performers working flat out.

John Percival

ACADEMY TWO Oxford Street - 437 5129
LAURENCE OLIVIER
RICHARD III
JOHN GIELGUD · CLAIRE BLOOM · RALPH RICHARDSON



Jan Blinkhof and Janis Martin as the lovers in Geneva; and Rene Kollo as Tristan in Paris



inflating gasometer. It is the only misjudged moment in a production notable for its clarity of action and consistency of visual style.

For the first two of the three acts it received singing almost too much. Rene Kollo is surely the world's leading Tristan and he is a sufficiently disciplined artist to put a limit on the number of times he undertakes the role a year. He is dressed as a romantic warrior: grey tunic, armour, studded in silver. And he holds himself like a prince - the early training in opera

may have helped that as well as the near perfect diction. The timbre of the voice remains heroic and although an apology was made for indisposition before the start of Act III a few hoarse notes were the only blemish on Tristan's death scene.

That apology might have been more appropriate for Ute Vinzing's Isolde, whose stamina appeared suspect even before the start of the *Liebestod*. That went off poorly, with a succession of ugly, strained notes. Earlier Miss Vinzing had been

in mixed voice, at her best when singing *fortissimo* and not appearing too worried when some notes sounded like those of the shriek owl.

Around the quality was high. Kurt Moll's Marke lacks nothing in authority or vocal weight - Wagner's line rolls out almost effortlessly. Hartraut Welker, another German singer making his Paris debut, had plenty of cut to his baritone as Kurwenal, although he would be advised to turn down the volume a little. Marek Janowski is one of the most promising

among the younger generation of Wagner conductors, as recent records have shown, and his *Tristan* lived up to expectations. The Opera orchestra can scarcely claim to be in the top league of Wagner experts, but Janowski made it clear from the start his interpretation would be fervent and impassioned and he got a response that was well on the way to what he wanted.

There will be further performances of *Tristan und Isolde*, with cast changes on Feb 23 and 26.

When the love potion fails

Up to a point this works. The very narrowness of movement in Act I generates tension, and by keeping the chorus invisible, Rochaix clearly interprets the crew's boisterous interjections as a psychological lever compressing the pent-up emotions of the two lovers. In Brangäne's music in Act II, he underlines how Wagner is once again using the score to illustrate their glazed perception of the outside world.

But these are isolated instances. For most of the evening, Rochaix's conception simply

marks time, with the atmosphere of the music, its rapture and abandon, further sterilized by Marek's neat, quasi-realistic decor. Marek sets the first act on a turntable of ocean gloom, in the midst of which sits a precariously small open-decked coastal cutter, with barely enough room fore and aft of the sail for the four principals.

Nowhere does the production hint at a romantic ideal which risks all and justifies all before finding its fulfilment in death.

On a purely musical level, the production had a consistency of

hands in Act II. He is worth hearing again in the role: although his phrasing sometimes lacked the span that Wagner requires. Hanna Schwarz's Brangäne and Hermann Becht's Kurwenal are both known quantities from Bayreuth, the latter proving, in spite of his gruff and approximate delivery, what a likeable character Kurwenal can be.

Horst Stein's experience with the score was evident in his understanding support for the singers and his brisk but far-sighted moulding of orchestral line. But Stein could not provide the individual stamp of personality needed to save the evening. For once, *Tristan's* plot failed to work.

A fine song and dance

Le Villi/Edgar
Bloomsbury

Double-casting the lovers' roles in *Le Villi*, with dancers to counterpoint the singers, was a bright idea to improve the static character of Puccini's earliest opera (1883), given in a double bill with its successor, *Edgar* by University College Opera. The former is virtually an operatic *Giselle*, with the faithless lover hounded to the death by the dancing Willis of the title, the university chorus mixed with students from the Ballet Rambert School in classical choreography by Frank Freeman.

Before that there was a danced as well as sung love duet, and another pas de deux with a siren-figure during the orchestra's eloquent intermezzo separating the two scenes. Elizabeth Byrne and Geoffrey Pogson were the

ardent singers, Melanie Iredale and Daniel Thomas their corresponding dancers with Leesa Phillips a notably beguiling Siren. Too much dry ice blurred an otherwise apt production by Stefan Janski, with Christopher Field's conducting showing much sympathy for an often engaging score.

Its melodic line and skilful balance of texture must have been two reasons why Ricordi signed the composer to a contract on the strength of it, and it now sounds more original to Puccini than the first fruit of that contract in *Edgar*, where the musical mannerisms of models like Catalani and Ponchielli are more apparent. Moreover, Puccini tinkered so much with it that this final version is flawed by the compression of all that goes on in the last act.

David Blight's ingeniously adaptable set design served both

works very effectively, and Mr Field's conducting was again alert to the music's character and impetus. Gordon Christie sang Edgar's "O soave vision" affectingly but was overpowered by some other vocal demands, unlike the assured soprano of Jennifer Rhys-Davies (Fidelia) or the characterful Tigrana of Carol Rowlands, the sacred profane embodiments of Edgar's desires.

Paul Donnelly represented parental authority in both operas to expressive purpose, while Glenville Hargreaves in the equivocal role of Edgar's brother Frank turned more than a few stylish phrases. Hint of the future *Manon Lescaut* could be heard here and there, but the stirring ensembles with chorus are the surest signposts to the composer Puccini would become. Further performances are tomorrow and on Saturday.

Noel Goodwin

"A magnificent motion picture"

NEW YORK POST

NOMINATED FOR 7 ACADEMY AWARDS
including

BEST PICTURE

BEST DIRECTOR BEST ACTRESS

Robert Benton

Sally Field

The story of a woman fighting for her children, for her land, for the greatest dream there is...the future.

SALLY FIELD
PLACES IN THE HEART

Tri-Star Pictures Presents SALLY FIELD "PLACES IN THE HEART"
LINDSAY CROUSE · ED HARRIS · AMY MADIGAN · JOHN MALKOVICH · DANNY GLOVER
Edited by CAROL LITTLETON, A.C.E. · Director of Photography NESTOR ALMENDROS, A.S.C.
Executive Producer MICHAEL HALSMAN · Produced by ARLENE DONOVAN
Written and Directed by ROBERT BENTON

STARTS TOMORROW
CLASSIC HAYMARKET

PROSPECTS AT 1.45 NOT SUR 4.00, 2.00, 5.00, 10.00, 15.00, 20.00, 25.00, 30.00, 35.00, 40.00, 45.00, 50.00, 55.00, 60.00, 65.00, 70.00, 75.00, 80.00, 85.00, 90.00, 95.00, 100.00

MAJOR PUBLIC AUCTION
HUGE EXHIBITION STOCK FOR URGENT DISPOSAL

This vast collection was especially selected and acquired by a major wholesaler for an imaginative auction programme by a chain of prestigious Interior Designers and Home Furnishers. Failure to meet sales targets compelled wholesaler to withdraw sponsorship to prevent further losses. Main category as now apportioned for auction piece-by-piece with nominal or no reserves to secure complete disposal.

PERSIAN RUGS & CARPETS

Including some highly collectable and old items, silk Quorum, silk Stranagar etc. Nain, unique nomad kilim, Ghazal etc. vegetable dye Anatolian, deep-pile Kazak, many large and very large formal Persian carpets, and other choice and important hand-knotted Islamic & Chinese carpets, rugs, runners, tribal items, etc., etc., all of Exhibition quality and appeal.

AUCTION SUNDAY 24th FEBRUARY AT 2.00 pm

View: 12.00 noon - 2.00 pm on Day of Sale

in Lord's Banqueting & Conference Centre,

Lord's Cricket Ground

St. John's Wood Road, London NW8

Auctioneers: BICKENSTAFF & KNOWLES Specialist Auctioneers & Liquidators

6, The Arcade, Thurloe Street, London SW7 2NA Tel: 01-569 7971

STOCK EXCHANGE PRICES

THE TIMES

DAILY DIVIDEND
£2,000

**Claims required for
+34 points
licants should ring 0254 53**

ACCOUNT DAYS: Dealings, Begin, Feb 11. Dealings End, Feb 22. § Contango Day, Feb 25. Settlement Day, March 4.
§ Forward bargains are permitted on two previous days.

| RANK | COMPANY | PRICE | CHG | | YTD % | P/E |
|------|---------------------|-------|-----|----|-------|------|
| | | | 1W | 1M | | |
| 176 | Raychem Polymers | 205 | .. | .. | 17.9 | 6.9* |
| 177 | Rockwell | 140 | .. | .. | 17.9 | 11.1 |
| 178 | Indecon | 140 | .. | .. | 17.9 | 8.1 |
| 179 | Novel | 140 | .. | .. | 17.9 | 2.2 |
| 180 | Super International | 139 | .. | .. | 17.9 | 2.1 |
| 181 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 182 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 183 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 184 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 185 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 186 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 187 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 188 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 189 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 190 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 191 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 192 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 193 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 194 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 195 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 196 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 197 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 198 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 199 | Novel | 138 | .. | .. | 17.9 | 4.4 |
| 200 | Novel | 138 | .. | .. | 17.9 | 4.4 |

| | | | | | | |
|-----|-------------|----|--|------|-----|------|
| 282 | Goal Post | 84 | | 7.40 | 1.5 | 35.2 |
| 283 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 284 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 285 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 286 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 287 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 288 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 289 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 290 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 291 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 292 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 293 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 294 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 295 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 296 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 297 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 298 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 299 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |
| 300 | Golden Gate | 84 | | 10.0 | 1.5 | 35.2 |

| | | | | | |
|------|------------|-----|------|-----|------|
| 1976 | Shelf Life | 643 | 14.3 | 8.4 | 19.1 |
| 1977 | Shelf Life | 613 | 13.7 | 8.0 | 18.4 |
| 1978 | Shelf Life | 595 | 13.0 | 7.5 | 17.5 |

| | | | | | |
|------------------------------|---------------|-----|------|-----|------|
| PAPER, PRINTING, ADVERTISING | | | | | |
| 1976 | Admission Fee | 186 | 1.1 | 1.5 | 4.0 |
| 1977 | Admission Fee | 184 | 1.1 | 1.5 | 3.9 |
| 1978 | Admission Fee | 182 | 1.1 | 1.5 | 3.8 |
| 1976 | Business | 108 | 16.7 | 9.4 | 7.3 |
| 1977 | Business | 106 | 16.4 | 9.2 | 7.1 |
| 1978 | Business | 104 | 16.1 | 9.0 | 7.0 |
| 1976 | Direct Mail | 189 | 13.7 | 8.1 | 11.8 |
| 1977 | Direct Mail | 187 | 13.5 | 8.0 | 11.6 |
| 1978 | Direct Mail | 185 | 13.2 | 7.9 | 11.5 |
| 1976 | Printing | 257 | 10.7 | 4.9 | 23.2 |
| 1977 | Printing | 255 | 10.5 | 4.8 | 22.9 |
| 1978 | Printing | 253 | 10.3 | 4.7 | 22.6 |
| 1976 | Real Estate | 286 | 10.0 | 5.6 | 18.5 |
| 1977 | Real Estate | 284 | 9.8 | 5.5 | 18.3 |
| 1978 | Real Estate | 282 | 9.6 | 5.4 | 18.1 |
| 1976 | Chapman | 178 | 11.8 | 4.2 | 14.3 |
| 1977 | Chapman | 176 | 11.6 | 4.1 | 14.1 |
| 1978 | Chapman | 174 | 11.4 | 4.0 | 13.9 |
| 1976 | Chapman | 172 | 11.2 | 3.9 | 13.7 |
| 1977 | Chapman | 170 | 11.0 | 3.8 | 13.5 |
| 1978 | Chapman | 168 | 10.8 | 3.7 | 13.3 |
| 1976 | DEB | 199 | 12.7 | 5.8 | 16.5 |
| 1977 | DEB | 197 | 12.5 | 5.7 | 16.3 |
| 1978 | DEB | 195 | 12.3 | 5.6 | 16.1 |
| 1976 | Deeds | 199 | 12.7 | 5.8 | 16.5 |
| 1977 | Deeds | 197 | 12.5 | 5.7 | 16.3 |
| 1978 | Deeds | 195 | 12.3 | 5.6 | 16.1 |
| 1976 | Land Grants | 200 | 12.8 | 5.9 | 16.6 |
| 1977 | Land Grants | 198 | 12.6 | 5.8 | 16.4 |
| 1978 | Land Grants | 196 | 12.4 | 5.7 | 16.2 |
| 1976 | Land Grants | 194 | 12.2 | 5.6 | 16.0 |
| 1977 | Land Grants | 192 | 12.0 | 5.5 | 15.8 |
| 1978 | Land Grants | 190 | 11.8 | 5.4 | 15.6 |
| 1976 | Land Grants | 188 | 11.6 | 5.3 | 15.4 |
| 1977 | Land Grants | 186 | 11.4 | 5.2 | 15.2 |
| 1978 | Land Grants | 184 | 11.2 | 5.1 | 15.0 |
| 1976 | Land Grants | 182 | 11.0 | 5.0 | 14.8 |
| 1977 | Land Grants | 180 | 10.8 | 4.9 | 14.6 |
| 1978 | Land Grants | 178 | 10.6 | 4.8 | 14.4 |
| 1976 | Land Grants | 176 | 10.4 | 4.7 | 14.2 |
| 1977 | Land Grants | 174 | 10.2 | 4.6 | 14.0 |
| 1978 | Land Grants | 172 | 10.0 | 4.5 | 13.8 |
| 1976 | Land Grants | 170 | 9.8 | 4.4 | 13.6 |
| 1977 | Land Grants | 168 | 9.6 | 4.3 | 13.4 |
| 1978 | Land Grants | 166 | 9.4 | 4.2 | 13.2 |
| 1976 | Land Grants | 164 | 9.2 | 4.1 | 13.0 |
| 1977 | Land Grants | 162 | 9.0 | 4.0 | 12.8 |
| 1978 | Land Grants | 160 | 8.8 | 3.9 | 12.6 |
| 1976 | Land Grants | 158 | 8.6 | 3.8 | 12.4 |
| 1977 | Land Grants | 156 | 8.4 | 3.7 | 12.2 |
| 1978 | Land Grants | 154 | 8.2 | 3.6 | 12.0 |
| 1976 | Land Grants | 152 | 8.0 | 3.5 | 11.8 |
| 1977 | Land Grants | 150 | 7.8 | 3.4 | 11.6 |
| 1978 | Land Grants | 148 | 7.6 | 3.3 | 11.4 |
| 1976 | Land Grants | 146 | 7.4 | 3.2 | 11.2 |
| 1977 | Land Grants | 144 | 7.2 | 3.1 | 11.0 |
| 1978 | Land Grants | 142 | 7.0 | 3.0 | 10.8 |
| 1976 | Land Grants | 140 | 6.8 | 2.9 | 10.6 |
| 1977 | Land Grants | 138 | 6.6 | 2.8 | 10.4 |
| 1978 | Land Grants | 136 | 6.4 | 2.7 | 10.2 |
| 1976 | Land Grants | 134 | 6.2 | 2.6 | 10.0 |
| 1977 | Land Grants | 132 | 6.0 | 2.5 | 9.8 |
| 1978 | Land Grants | 130 | 5.8 | 2.4 | 9.6 |
| 1976 | Land Grants | 128 | 5.6 | 2.3 | 9.4 |
| 1977 | Land Grants | 126 | 5.4 | 2.2 | 9.2 |
| 1978 | Land Grants | 124 | 5.2 | 2.1 | 9.0 |
| 1976 | Land Grants | 122 | 5.0 | 2.0 | 8.8 |
| 1977 | Land Grants | 120 | 4.8 | 1.9 | 8.6 |
| 1978 | Land Grants | 118 | 4.6 | 1.8 | 8.4 |
| 1976 | Land Grants | 116 | 4.4 | 1.7 | 8.2 |
| 1977 | Land Grants | 114 | 4.2 | 1.6 | 8.0 |
| 1978 | Land Grants | 112 | 4.0 | 1.5 | 7.8 |
| 1976 | Land Grants | 110 | 3.8 | 1.4 | 7.6 |
| 1977 | Land Grants | 108 | 3.6 | 1.3 | 7.4 |
| 1978 | Land Grants | 106 | 3.4 | 1.2 | 7.2 |
| 1976 | Land Grants | 104 | 3.2 | 1.1 | 7.0 |
| 1977 | Land Grants | 102 | 3.0 | 1.0 | 6.8 |
| 1978 | Land Grants | 100 | 2.8 | 0.9 | 6.6 |
| 1976 | Land Grants | 98 | 2.6 | 0.8 | 6.4 |
| 1977 | Land Grants | 96 | 2.4 | 0.7 | 6.2 |
| 1978 | Land Grants | 94 | 2.2 | 0.6 | 6.0 |
| 1976 | Land Grants | 92 | 2.0 | 0.5 | 5.8 |
| 1977 | Land Grants | 90 | 1.8 | 0.4 | 5.6 |
| 1978 | Land Grants | 88 | 1.6 | 0.3 | 5.4 |
| 1976 | Land Grants | 86 | 1.4 | 0.2 | 5.2 |
| 1977 | Land Grants | 84 | 1.2 | 0.1 | 5.0 |
| 1978 | Land Grants | 82 | 1.0 | 0.0 | 4.8 |
| 1976 | Land Grants | 80 | 0.8 | 0.0 | 4.6 |
| 1977 | Land Grants | 78 | 0.6 | 0.0 | 4.4 |
| 1978 | Land Grants | 76 | 0.4 | 0.0 | 4.2 |
| 1976 | Land Grants | 74 | 0.2 | 0.0 | 4.0 |
| 1977 | Land Grants | 72 | 0.0 | 0.0 | 3.8 |
| 1978 | Land Grants | 70 | 0.0 | 0.0 | 3.6 |
| 1976 | Land Grants | 68 | 0.0 | 0.0 | 3.4 |
| 1977 | Land Grants | 66 | 0.0 | 0.0 | 3.2 |
| 1978 | Land Grants | 64 | 0.0 | 0.0 | 3.0 |
| 1976 | Land Grants | 62 | 0.0 | 0.0 | 2.8 |
| 1977 | Land Grants | 60 | 0.0 | 0.0 | 2.6 |
| 1978 | Land Grants | 58 | 0.0 | 0.0 | 2.4 |
| 1976 | Land Grants | 56 | 0.0 | 0.0 | 2.2 |
| 1977 | Land Grants | 54 | 0.0 | 0.0 | 2.0 |
| 1978 | Land Grants | 52 | 0.0 | 0.0 | 1.8 |
| 1976 | Land Grants | 50 | 0.0 | 0.0 | 1.6 |
| 1977 | Land Grants | 48 | 0.0 | 0.0 | 1.4 |
| 1978 | Land Grants | 46 | 0.0 | 0.0 | 1.2 |
| 1976 | Land Grants | 44 | 0.0 | 0.0 | 1.0 |
| 1977 | Land Grants | 42 | 0.0 | 0.0 | 0.8 |
| 1978 | Land Grants | 40 | 0.0 | 0.0 | 0.6 |
| 1976 | Land Grants | 38 | 0.0 | 0.0 | 0.4 |
| 1977 | Land Grants | 36 | 0.0 | 0.0 | 0.2 |
| 1978 | Land Grants | 34 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 32 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 30 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 28 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 26 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 24 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 22 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 20 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 18 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 16 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 14 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 12 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 10 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 8 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 6 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 4 | 0.0 | 0.0 | 0.0 |
| 1976 | Land Grants | 2 | 0.0 | 0.0 | 0.0 |
| 1977 | Land Grants | 0 | 0.0 | 0.0 | 0.0 |
| 1978 | Land Grants | 0 | 0.0 | 0.0 | 0.0 |

[illegible][illegible]

| | | | | | | |
|-----|------------------|-----|---|-----|-----|-----|
| 84 | Regener | 78 | 0 | 2.7 | 4.2 | 0.3 |
| 85 | Reynolds | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 86 | Rhett & Thompson | 225 | 0 | 2.7 | 4.2 | 0.3 |
| 87 | Rice | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 88 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 89 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 90 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 91 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 92 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 93 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 94 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 95 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 96 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 97 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 98 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 99 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |
| 100 | Rockwell | 100 | 0 | 2.7 | 4.2 | 0.3 |

[illegible][illegible]

Dividend, a Ekt. b. Forecast dividend, c. Corrected
interest payment passed, d. Price at suspension of
and year futures, e. Special payments, f. Dividend
by, g. Pre-emptive payment, h. Forecast earnings, i. Dividend
distribution, j. Payments, k. Ekt. or share split, l. Ekt.
Price adjusted for two divisions. No significant

[illegible]

FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Trafalgar House prepares for next big takeover

The City has been waiting expectantly for Trafalgar House's next move ever since it abandoned the P & O trial last September. Yesterday's bumper package, which included a £175 million rights issue, may not have been exactly what the market was expecting, but it has given Trafalgar watchers plenty to chew on. It will do little to diminish expectations that Sir Nigel Brookes is preparing the ground for his next big takeover front. Yesterday's bid for Haden though it promises to be lively contested affair, is only an hour's work.

The rights issue itself was generally well received, with Messel arranging the underwriting in excellent time. It is the largest rights issue so far this year, but Trafalgar's first for a decade, since when as yesterday's issue document helpfully points out - Sir Nigel's followers have hardly fared badly since 1973 turnover has risen more than fourfold, pretax profits five fold, and market capitalisation more than sixfold.

Up to and including last year's flurry of acquisition activity (Candeco, Comben, Scott Luthgow and the RGC yard included), the growth in earnings and dividend has been steadily upward. Sir Nigel is forecasting that the first-half year figures this year will be "good", and says he is planning on hiking the interim dividend from 4.7p to 5.4p in July.

Where will all the new money be spent? The Haden takeover worth £37.2 million at yesterday's bid price of 240p - and the Yarrow bid - unlikely to be much in excess of £30 million if it comes off - will only have a minor impact on the balance sheet. Though net debt was up to £160 million in January from last year's year end figure of £90 million, (and has since risen further) Trafalgar's financial position remains healthy. The rights issue will take its earnings down into the mid teens in percentage terms. And though the company has heavy commitments, particularly on the oil and gas explosion front and has to fund the replacement Atlantic Conveyor, the issue will clearly leave it with plenty of muscle to bid in a big way. Apart from mentioning the Vickers nuclear submarine yard, Sir Nigel and Eric Parker, his chief executive, were saying little yesterday about possible targets. All Mr Parker would say was that there are plenty of good opportunities around, both here and in the United States.

The initial market reaction to yesterday's Haden bid was to mark Haden's shares up from 234p to 297p, though they settled down later at 288p - 48p above the Trafalgar bid price. Haden's directors, who were informed of the bid at 8 o'clock yesterday morning, are hostile.

The City's revolution reaches Seccombe

News that Seccombe, Marshall & Campion is tied up in bid talks is hardly likely to cause much of a ripple in the outside world: the discount house is capitalized at just over £5 million. Yet yesterday's terse announcement - "Discussions are taking place that could lead to an offer being made for the company" - is proof positive in the rarefied and highly personalized world of the discount houses that the financial revolution is here to stay.

Being its size, Seccombe has always been one of the most telling, albeit most discreet, operators in the market, by virtue of its role as the Bank of England's official broker to the discount market.

No-one last night was suggesting that Seccombe would be transformed out of recognition, assuming the bid went through. Most traders assumed that it would continue to operate much as before with an injection of further capital to facilitate entry into the new financial world, after the Big Bang. Seccombe itself was playing every card close to its guarded chest. Yet with Mullens tied into a new financial conglomerate, smaller discount

houses absorbed by Mercantile House, and Gerard & National linked to James Capel in a joint gilt market making operation, the visible pattern of change is clear.

More confirmation of this comes through the 1984 report and accounts of Union Discount, joint largest of the discount houses with Gerard. In part, Union's balance sheet is a testimony to a bygone age. Deferred tax provisions on leasing business of £3.6 million have been charged below the line against reserves. Their net impact is hard to gauge, however, since Union does not reveal, as yet, its inner reserves. Chief executive Graeme Gilchrist is adamant that the capital base is adequate.

He pointed out that the increase in the capital footage during 1984 of some £1.2 billion was deceptive. Discount houses work off multiple of net worth which can run as high as 40, and the extent to which they utilize these credit facilities depends on their perceptions of market conditions. Equally, the surplus on revaluation of Union's premises in Cornhill required some interpretation; the valuation had been affected by surrounding unlet property.

All these qualifications to corporate capital are likely to be swept away progressively in the next few years. As Mr Gilchrist pointed out, in five years time Union's balance sheet might be unrecognisable. Note 12 to the accounts certainly confirms this point. Union's gilt business expanded enormously during 1984. The net position only rose by £2 million to £19 million, but the gross value of stocks held rose by some £176 million. And the defensive year end switch into cash boosted short term loans by about £300 million.

Pressure builds for EMS entry

A formidable lobby of industrialists is building up in favour of British entry into the exchange rate mechanism of the European Monetary System. The Confederation of British Industry has blasted for years about the discomfort caused by volatile exchange rates, but now it has come out in favour of the formal stability of European exchange rates represented by EMS membership. Sir Terence Beckett, director-general of the CBI, said yesterday that 44 per cent of Britain's trade was now with other EMS members, and that conditions were better than ever before for Britain to join.

The CBI's policy-making council is apparently in overwhelming agreement that industry would benefit.

Sir James Clesminson, the CBI's president, argued that membership would minimize the effect of further speculation against the pound. The Governor of the Bank of England, a more expert witness, said recently that membership of the EMS would have made recent speculation easier to handle, but Mr Nigel Lawson, the Chancellor, has strongly disagreed.

Sir James also took issue with one of the Treasury's favourite objections: that sterling's "petrocurrency" behaviour would make it hard to link with the mark. But Sir James said oil accounts for only 6 per cent of Britain's gross domestic product.

The Government has recently clearly signalled its belief that it still does not think the "time is right" for joining the EMS. Some industrialists believe it would be sensible to wait for a turnaround in the dollar, so that the pound had risen against the American currency and fallen against the mark, before trying to fix our position in the currency firmament. But such hopes of a better position have led to prevarication in the past, and a currency switchback with which British industry now appears to be heartily fed up.

Volcker holds out little hope of early decline in dollar

From Bailey Morris, Washington

Mr Paul Volcker, chairman of the US Federal Reserve Board, revealed in congressional testimony yesterday that the Board has ended its earlier monetary policy, adopted late last year, and intends to take a "cautious" approach in supplying money to the American economy.

Mr Volcker's remarks had an immediate impact on financial markets where the dollar reached a 13 year high against the West German mark and eroded earlier gains by the pound which closed in London at \$1.0875.

He offered little hope for an early decline in the dollar and little prospect that the US administration will be inclined to intervene heavily, on a concerted basis with other governments, to stem the dollar's climb.

The Board chairman said, in answer to questions from concerned Congressmen, that he does not believe the various

schemes being advanced to halt the dollar's rise will work.

"The way things are set-up now, it would not work," Mr Volcker said, referring to proposals calling for massive coordinated intervention by central banks in the region of \$100 billion a day and the imposition of an investment equalization tax.

He confirmed unofficial reports that intervention against the dollar by the US Administration, largely at the behest of the Prime Minister, Mrs Margaret Thatcher, has been very limited.

Mr Volcker also revealed, in his annual monetary report to Congress, that the Federal Reserve will supply enough money to the US economy this year to support growth in line with the Reagan Administration's predictions of between 3.5 per cent and 4 per cent.

The new monetary targets he unveiled represent no change in policy and are only slightly



Paul Volcker: tighter grip on money supply

different from last year's targets. The target for the broadest measure of the US money supply, M1, remains the same at from 4 per cent to 7 per cent. The ranges for M2 and M3 were increased by 0.5 per cent, largely for technical reasons. They were set respectively at from 6 per cent to 9 per cent and from 6 per cent to 9.5 per cent.

Mr Volcker also pressed Congress to reduce the massive US Budget deficit, projected at \$200 billion, by at least \$50 billion. But he said he would not be surprised if the dollar continued to remain at high levels, even if the deficit is reduced.

The immediate effect of deficit reduction may not be a lower dollar but over time, as interest rates begin to come down, the dollar will drop.

The most important action the United States must now take is to begin reducing the deficit so that it hopefully will drop at the same speed as foreign capital when it begins to recede, thus avoiding a new economic crisis, Mr Volcker said.

Mr Volcker, noting that the US money supply is growing well beyond the Fed's targets, said the central bank is taking a more cautious approach to avoid "over shooting" of credit growth and to prevent a resurgence of inflation.

Olivetti buys 49% of Acorn for £10m

By Cliff Feltham

Olivetti, the Italian office equipment manufacturer, is buying out the troubled Acorn Computers group with a £12 million rescue package. Olivetti is pumping £10.39 million into Acorn in return for a 49.3 per cent stake. Other shareholders are being asked to put up the balance of £1.7 million.

Under the terms of a rights issue, announced yesterday, 27 new shares at 8p each are being offered for every 20 already held.

This compares with Acorn's suspension price of 38p two weeks ago and 193p at its peak when it was valued at more than £220 million against the £21 million under the terms of the rescue package.

Olivetti is subscribing to the cash call which effectively cuts the holdings of Acorn's co-founders, Mr Chris Curry and Dr Hermann Hauser, who are renouncing their rights, from 85 per cent to 36 per cent, and values their stake at £8 million against £187 million at one time.

Olivetti, also has the right to buy more shares from the pair, who now seem set to take a back seat in the running of the company - over the next five years to give it control. Dealings in the shares get underway in the next few weeks.

Acorn announced that losses for the first six months of the year were £10.9 million, worse than analysts had expected, which included large write-downs of stocks and production commitments, as well as losses arising out of withdrawal from ill-fated expeditions into the German and US markets. Turnover during the spell was £15 million ahead at £55 million. As part of the refinancing package, Acorn's bankers have agreed to increase facilities by £5 million.

A big reorganization now gets underway at Acorn, splitting the main operating company into four divisions which will involve 90 redundancies on top of 30 already announced. Dr Alex Reid, the former British Telecom executive brought in as chief executive, now takes over as chairman with Mr Curry and Dr Hauser becoming deputy chairmen.

Olivetti, which is 25 per cent owned by American Telephone & Telegraph Co, has been investing heavily in high technology companies.

Trafalgar unveils £175m rights plan

By Jonathan Davis, Business Correspondent

Trafalgar House, the shipping, property and construction group, yesterday set itself up for the next phase of its ambitious expansion and takeover programme by unveiling plans to raise £175 million from its shareholders with a rights issue.

Simultaneously it announced the first two moves in its expansionist strategy - a £37 million contested bid for Haden, the building services and engineering company, and an undisclosed offer to buy British Shipbuilders' Yarrow warship yard on Clyde-side, now in the process of being privatised.

Trafalgar also disclosed that it was a partner in a potentially large commercial gas discovery in the southern part of the North Sea, and said it was interested in buying not only the Yarrow yard but also the Vickers warship yard at Barrow where the Trident nuclear missile system is being built.

Trafalgar is already committed to a record £240 million of capital spending and investment programme this year, but Sir Nigel Brookes, the chairman, made it clear that it was

on the lookout for other opportunities.

The rights issue is Trafalgar's first call on shareholders since 1975. It is a one-for-five issue and has been pitched at 315p, a discount of just under 15 per cent on yesterday's opening price of 368p.

Shares in Haden jumped by over 50p on news of Trafalgar's bid before closing at 280p. Trafalgar is offering 240p a share, and claims its financial and management strength will enable it to make "substantial" improvements in Haden's profitability.

Hayden immediately reflected the bid as "opportunistic, totally unsolicited and unwelcome". Mr Philip Ling, Haden's managing director, said it would be vigorously defended.

Trafalgar's bid for the Yarrow warship yard was made last Friday, and means it is now in competition with GEC, which also wants to buy the Clyde-side yard. The value of Trafalgar's bid is being kept secret, though outside estimates are that the yard will raise £25 million to £30 million.

BET renews Initial bid

British Electric Traction yesterday launched a £170 million bid for the 58 per cent of Initial, the laundry and linen rental group, it does not own after winning the all-clear from the Monopolies and Mergers Commission.

The new terms are 14 BET deferred shares and £13.50 in cash for every 10 Initial shares. They are likely to be resisted by Initial's nine independent directors as they are less favourable than those agreed six months ago.

The managing director of BET, Mr Nicholas Wills, said that since the first bid was launched, laundry shares as a whole had declined.

Tempus, page 19

Dee forecast

Dee Corporation has forecast pretax profits of £56 million for the year to April 30, against £27.9 million last year, in a document detailing its bid for Booker McConnell. A final dividend of 3.5p making 5.75p for the year is recommended.

Tempus, page 19

Waterford surge

Waterford Glass, the Irish china and crystal company, had a pretax profit increase of 43.7 per cent in 1984 to IRE£14.6 million (12.6 million) on turnover of 15.4 per cent higher. The total dividend was raised 20 per cent to 2 Irish pence.

Tempus, page 19

British Telecom yesterday launched Citycall, a telephone service for London giving stock market, foreign exchange and world market reports under the leadership of Miss Caroline Griffiths, a former producer of BBC Radio 4's *Financial World Tonight*. Calling the general report number, 0066 0066, will cost almost 20p a minute.

Dr Ashraf Marwan

Our references (December 24 and January 24) to the proceedings brought against Dr Ashraf Marwan by the Al-Fayed brothers, concerning allegations about the latter's ownership of House of Fraser shares, suggested that these allegations originated from Dr Marwan. We have been asked to make it clear that Dr Marwan denies making these allegations, and is defending the Al-Fayed's action on this basis. We apologise to Dr Marwan for any embarrassment caused by these references.

Guinness Peat name retained

By Our City Staff

The proposals to change the name of Guinness Peat Group to Guinness Mahon Group was defeated at yesterday's annual meeting. Although passed on a show of hands, the motion which required a 75 per cent majority was defeated on a poll.

With 46.8 per cent of the shares voted, 49.8 million were for and 36.8 million against the resolution.

Lord Kissin, life president, with 9.8 per cent of the equity and ICC Chem-Handelsgeles with 9.4 per cent were among those who voted against. A special resolution empowering the directors to issue up to 5 per cent of the share capital for cash without offering them to existing shareholders was also defeated.

Mr Charles Woodhouse, of solicitors Farrer & Co, representing ICC, said his clients did not believe a name change would improve the company's standing or be of material benefit to shareholders.

Mr Alastair Morton, chief executive, later accused Lord Kissin of acting out of "pure misplaced, ill-founded sentiment". He stressed that yesterday's vote did not threaten plans to take a stake in Britannia Arrow because they would need only a majority vote by shareholders.

Property market shake-up forecast

By Judith Huxley, Commercial Property Correspondent

A revolution in the property market, as big as that now sweeping the City of London, could be on the way, if Mr Matthew Oakeshott, investment manager of Courtauld's Pension Fund, is right.

Mr Oakeshott, a former director of Warburg Investment Management, is well known for his somewhat revolutionary views on the property market and his speech at the National

Association of Pension Funds and British Property Federation conference in Eastbourne yesterday was no exception. He argued strongly that fund managers, who are coming under increasing pressures to show good performance, should reassess their property-buying habits.

Direct property, according to him, has vastly underperformed other investment

vehicles and the policy of "buy the best and hope for the best" will no longer do. Mr Oakeshott predicts pension funds will either get out of property, switch to property shares or concentrate on their existing portfolios.

Pension fund cash flows will be more variable in the future, particularly if tax privileges are reduced and portable pensions become a fact of life.

MARKET SUMMARY

| STOCK MARKETS | | MAIN PRICE CHANGES | | CURRENCIES | |
|--------------------------------------|-------------------|------------------------|---------|---|--|
| FT Ind'x | 981.3 (+3.8) | RISER: | | London: | |
| FT All Share | 614.71 (+1.11) | Applied Botenics | 4% +1% | £: \$1.0875 (-0.0002) | |
| FT Govt Securities | 79.82 (+0.08) | Goode Durrant & Murr | 54 +16 | £: DM 3.6225 (-0.0002) | |
| FT-SE 100 | 1275.8 (-0.1) | Haden | 288 +54 | £: SwFr 3.0655 (-0.0055) | |
| Bargains: | 24,005 | Secombe Marshall & Cam | 375 +55 | £: FFf 11.0700 (-0.0100) | |
| Dataseam USM | 107.11 (+0.47) | Victor Prod | 116 +16 | £: Yen 283.90 (-0.2) | |
| New York | | Promotions House | 30 +4 | £ Index: 71.4 (-0.2) | |
| Dow Jones | 1279.92 (-0.66) | SI Group | 43 +5 | New York: | |
| Tokyo | | Muirhead | 192 +16 | £: \$1.0875 | |
| Nikkei Dow | 12,152.37 (-4.27) | VW Thermo | 198 +10 | £: DM 3.3360 | |
| Hong Kong | closed | Cardo Eng Grp | 228 +20 | £ Index: 152.7 (+0.6) | |
| Amsterdam | 204.4 (+1.3) | Noble & Lund | 17% +1% | | |
| Sydney: AO | 799.1 (+3.7) | Weir Grp | 54 +4 | | |
| Frankfurt: | | Hawthorn | 18% +1% | | |
| Commerzbank | 1188.5 (+7.5) | Microvitac | 70 +5 | | |
| Brussels: | | Fleet Hldgs | 283 +18 | | |
| General | 201.04 (+22.48) | Cope Alphan | 163 +10 | | |
| Paris: CAC | 203.6 (+2.1) | Phicom | 36 +2 | | |
| Zurich: | | | | | |
| SICA General | 398.70 (+1.10) | | | | |
| GOLD | | FALLS: | | INTEREST RATES | |
| London fixing: | | Sunleigh Ei | 10 -1 | London: | |
| am \$302.85-pm \$302.80 | | Newman Inds | 18% -2 | Bank Base: 14% | |
| close \$302.50-303.00 (\$278-278.50) | | Metal Sciences | 10 -1 | 3-month interbank 14-13 3/4% | |
| New York: \$302.65 | | London & Overseas Fr | 2% -1 | 3-month eligible bills 13 3/4% -13 1/2% | |
| Comex (June) | | Resource Tech | 27 -2 | buying rate | |
| | | Humboldt Ei | 14 -1 | US: | |
| | | Ernest Jones | 73 -5 | Prime Rate 10.50% | |
| | | Whittington Int | 30 -2 | Federal Funds 8 1/2% | |
| | | | | 3-month Treasury Bills 8.25% -8.21% | |
| | | | | Long bond 9 1/4% -9 1/4% yield | |

Helping a Model T Ford drive to the top of Ben Nevis in 1911 was one of the more frivolous episodes in Mobil's 100-year history in the UK. But when you're a young oil company trying to make good, you're bound to go over the top now and again.

Today, in our somewhat more sober maturity, it's not the heights that interest us so much as the depths—specifically those challenging oil-bearing formations beneath the North Sea.

There, Mobil has been drilling away since 1964—with a notable degree of success. Today, after an investment of more than £1,000 million, we're one of the country's major oil producers.

And, by means of a special procedure (called gas injection) we do it as thoroughly as possible, getting the optimum amount of oil out of every well. In fact, Mobil takes oil recovery so seriously that we've become acknowledged experts on the subject in the North Sea.

All very well and good. But then, we do have a slightly reckless youth to live down.

Mobil

SIEMENS

Information for Siemens shareholders

High growth rate for international business

Capital investment up 43% - net profit margin at 2.4%

During the first quarter of the current financial year, i.e. from 1 October to 31 December 1984, new orders and sales grew notably faster abroad than in the Federal Republic of

Germany. It was again possible to make a slight increase in the number of employees. Siemens accelerated its rate of investment and improved the net profit margin.

New orders

New orders went up 5% to £3,617m during the first quarter. If power plant business is excluded from this figure, gains were as high as 14%. Two-figure growth was achieved by four operating groups: Communication and Information Systems, Power Engineering and Automation, Components, and Medical Engineering. A decline in power plant contracts was felt mainly in the German domestic market. At £1,688m, new domestic orders were 7% below last year's first quarter level;

however, when power plant business is excluded, there was an increase of 4%. Internationally, Siemens received orders totalling £1,929m or 20% more than a year ago.

| In £m | 1/10/83 to 31/12/83 | 1/10/84 to 31/12/84 | Change |
|------------------------|---------------------|---------------------|--------|
| New orders | 3,435 | 3,617 | + 5% |
| Domestic business | 1,823 | 1,688 | - 7% |
| International business | 1,612 | 1,929 | +20% |

Sales

Worldwide sales rose 4% (excluding power plant business, 7%) to £2,724m in the first quarter. German domestic business reached £1,270m, almost matching the £1,301m of the previous year, at which time a 17% upsurge of first quarter sales was occasioned by the impending expiration of a capital investment grant. International sales increased 9% to £1,454m.

Siemens anticipates relatively strong sales growth for the current financial year as a whole.

| In £m | 1/10/83 to 31/12/83 | 1/10/84 to 31/12/84 | Change |
|------------------------|---------------------|---------------------|--------|
| Sales | 2,630 | 2,724 | + 4% |
| Domestic business | 1,301 | 1,270 | - 2% |
| International business | 1,329 | 1,454 | + 9% |

Orders in hand

Orders in hand again rose during the first three months, mounting 6% to £17,101m. Inventories were increased 9% to £5,898m.

| In £m | 30/9/84 | 31/12/84 | Change |
|----------------|---------|----------|--------|
| Orders in hand | 16,190 | 17,101 | + 6% |
| Inventories | 5,433 | 5,898 | + 9% |

Employees

In its employee count Siemens has for the first time included 9,000 people who work up to 20 hours a week. In the first quarter, the number of employees increased by 3,000 to 331,000. In the Federal Republic of Germany, 1,500 temporary student employees left the company upon completing their agreed term of employment. Adjusted for temporary manpower, the Siemens work force increased 1% both in Germany and abroad. At 330,000, the average number of employees was 3% higher than during the first quarter of the preceding year. Employment costs increased 8% to £1,257m, rising more sharply abroad than in Germany owing to the influence of currency exchange rates.

| In thousands | 30/9/84 | 31/12/84 | Change |
|--------------------------|---------|----------|--------|
| Employees | 328 | 331 | + 1% |
| Domestic operations | 224 | 225 | + 1% |
| International operations | 104 | 106 | + 1% |

| | 1/10/83 to 31/12/83 | 1/10/84 to 31/12/84 | Change |
|--|---------------------|---------------------|--------|
| Average number of employees in thousands | 321 | 330 | + 3% |
| Employment costs in £m | 1,160 | 1,257 | + 8% |

*adjusted for seasonal loss of temporary student employees

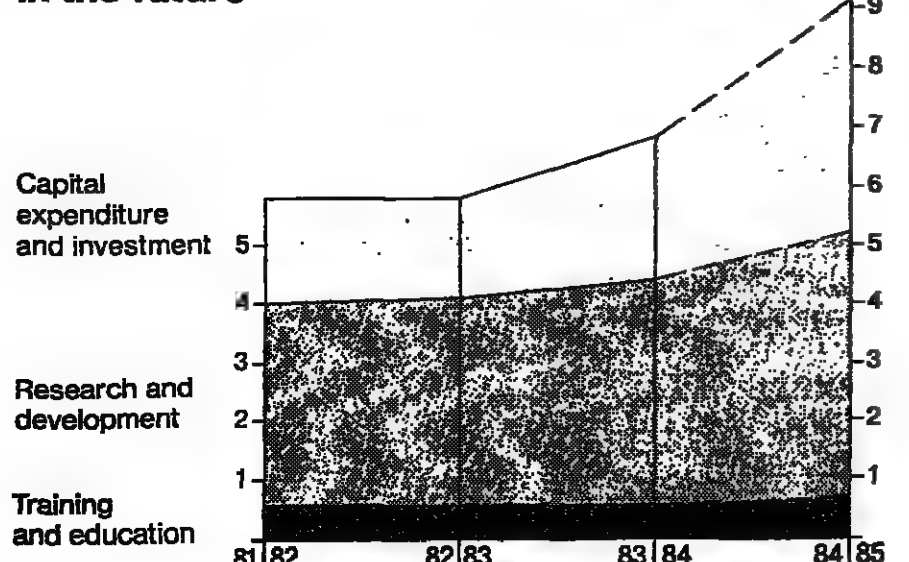
Capital spending and net income

In the first three months of the current financial year Siemens invested £148m. This was 43% more than last year. Capital expenditure and investment for the year will run about 50% higher than in 1983/84. With net income after taxes at £66m, Siemens achieved a first quarter net profit margin of 2.4%, against 2.3% for the total preceding financial year.

| In £m | 1/10/83 to 31/12/83 | 1/10/84 to 31/12/84 | Change |
|------------------------------------|---------------------|---------------------|--------|
| Capital expenditure and investment | 103 | 148 | +43% |
| Net income after taxes | 54 | 66 | +23% |
| In % of sales | 2.0 | 2.4 | |

All amounts translated at Frankfurt middle rate on 31/12/84: £1 = DM 3.655.

Investment in the future



DM 9 billion for the future

During the current financial year Siemens will spend some DM 9 billion for capital assets - such as plant and equipment for new products, automation systems, and computer centres - as well as for research and development, and the training and continuing education of employees. This is 50% more than just two years ago. The objective of this increased investment in the future is to strengthen further the company's position in world markets, while at the same time ensuring continued growth and employment.

Siemens AG

In Great Britain: Siemens Ltd.
Siemens House, Windmill Road, Sunbury-on-Thames
Middlesex, TW16 7HS

COMMERCIAL PROPERTY

Troubled Espley prepares to sell overseas interests

By Judith Huntley

The sales of the American and Belgian property subsidiaries of Espley Trust, the troubled property company, could be finalized tomorrow. But the new chairman and company "doctor", Mr Ronald Aitken, while hoping for completion, says "there is many a slip". Espley's chief overseas interest is a 44 per cent stake in the American Property Group. A syndicate of British investors featuring some of the largest institutional names is to buy Espley's interest in what is mainly a residential development and an enormous piece of land at Atlantic City, New Jersey.

British investors, it seems, are keener to buy property in Atlantic City than the Americans. The Marina Club project, as the development is known, was launched by Espley Trust in November 1982 and is to be a \$100 million (£90 million) scheme. So far, one condominium block, which cost \$15 million to build, has been sold. Another two blocks still to be built will make up the Marina Club scheme. Along with the residential development goes a valuable piece of land. It is a mile-long stretch on the ocean front at Bay Shore Point in Atlantic City.

Mr Aitken is hoping to raise about \$10 million from the sale of the American Property Group stake. It is clear that he is reluctant to sell property under such conditions, but Espley's creditors are pressing and he is still hoping to keep the company afloat, despite its £61 million of debt, now being reduced by asset sales.

What really pains him is the sale of the Belgian subsidiary Codic, a well managed company. Mr Aitken says he is very reluctant to sell it, but given certain conditions, the sale looks set to go through any time now.

Codic has six or seven large retail and office schemes which are pre-let or pre-sold. The company has sold three schemes in the last month as part of its normal trading practice and not, as Mr Aitken stresses, as part of the Espley disposal.



IBM rents new offices

Confirmation came this week in December, IBM is paying that IBM (UK) is taking the for an extensive fitting-out of Gateway One, the programme. Strutt & Parker former Wiggins Teape building must be relieved to have left the building after so long. It has been on the market since three years. Weatherall Goss and is paying £8 a sq ft for the building with a rent review and L. S. Vall advised IBM.

An office building on the Rue de Luxembourg, Brussels, and another block on the outskirts of the city at Boulevard du Souverain realised £7 million. This week, Codic sold an 11,000 sq ft retail scheme in Brussels for about £1.25 million. Healey & Baker acted for Codic in this sale and was joint agent with Richard Ellis on the previous two disposals.

The buyer or buyers for the Codic subsidiary and its remaining properties have not been named and Mr Aitken is giving no hint of who might buy the company. But it seems unlikely to be British interests. Two of the buildings were bought for owner-occupation and the latest sale went to a local pension fund. Mr Aitken declines to estimate how much he hopes to raise from the Codic sale.

Meanwhile, the battle with the Law Debenture Corporation, the trustee for the unsecured convertible loan stockholders in Espley Trust, goes on. The trustee's move to secure the £7.4 million owed to it against the company's assets was less than well received by Mr Aitken and Espley's merchant bank, Guinness Mahon.

Mr Aitken sees no reason why the loan stockholders should get preferential treatment over other creditors and he is annoyed by the possibility that Law Debenture might petition for the winding up of the company just as there is some hope of achieving a timetable for its restructuring. It is a case of waiting and seeing now, Mr Aitken says the only chance of any of the creditors seeing their money is for the company to stay afloat.

Tax fears open US market

British property investors should be capitalizing on the fears of US investors about swinging tax changes which are in the wind and buy real estate while they can on equal terms. This is the message from Mr Stan Ross, the co-managing partner of Kenneth Leventhal & Company, America's fourteenth largest firm of accountants.

Mr Ross is in Britain to talk to institutional investors about the wisdom of buying American property against the market which feels with the pound - dollar situation the way it is, that real estate is too expensive. Mr Ross's arguments are that the US market has reacted already to the proposed tax changes which would reduce tax shelters for property investors.

The effect has been to make tax syndicators pull back. Prices

have fallen and British investors can now compete for property on the same terms as Americans. This does not, of course, mean that British property investors have a better deal than they did before, merely that prices are no longer sky high and they may be able to pick up property that formerly was beyond their pockets.

Mr Ross is advocating buying property at a deep discount. He says that the long-term returns will more than outstrip the direct exchange rate currently in operation and if the dollar softens investors will be even better off. He also takes the view that British institutions should be looking at the possibilities of buying the equity in some of America's struggling property companies or financial groups. Two un-

named British institutions have recently participated in two large buy-outs in the US.

Mr Ross argues that a fresh type of investment is revolutionizing the market with new types of financing and interest rate vehicles being developed. He sees great potential for British investors to put money into US securities which are backed by "commercial" most, rather than fixed interest rates.

Kenneth Leventhal & Co. is working on a new commercial mortgage-backed bond which the firm says could create the basis for a stable secondary market, giving institutions liquidity which could be invested in different vehicles. His firm believes there is huge market potential from Britain for such an idea and that it could be established in Britain as well as the US.

Fall in new shopping centres

Only 26 new shopping centres opened in Britain last year, the second lowest annual figure since 1968 and below the average since 1965. A total of 3 million sq ft opened last year compared with more than 7 million sq ft in the peak years of 1975 and 1976.

The average size of schemes has fallen steadily since 1979 and was only 115,538 sq ft last year. These are the findings of Hillier Parker's supplement to its work on British Shopping Developments produced by the firm of chartered surveyors in 1983.

In the 26 years since 1964 more than 90 million sq ft of shopping opened in schemes of over 50,000 sq ft averaging 4 million sq ft a year. Last year no shopping centre of more than 300,000 sq ft opened.

The two largest were Cameron Toll, Edinburgh and the Lane, Cardiff, both 250,000 sq ft in size. Only half the schemes opened last year were developed by property companies. The rest were divided between retailers, institutions and contractors. The top three developers between 1982 and 1984 were Norwich Union, Asda and Trafalgar House.

Claydon Properties, the private property development company soon to come to the Unlisted Securities Market, last year bought a former Woolworth store in Eastbourne, refurbished the space and pre-let the three shops and store making up the 35,000 sq ft of space. Within six weeks the company has sold the investment to the National Provident Institution for £2.43 million, representing an initial yield of just under 4 per cent.

Rents achieved in the scheme are £100,000 a year for two of the shops with the store let to the Burton Group at £150,000

On the instructions of



Part of the Land Securities Group

SIX
FENCHURCH
STREET
EC3

NEW BUILDING TO LET
52,500 sq. ft. approx.
of air-conditioned offices
with ancillary space
in Prime Location

Sole agents

Edward
Erdman

Surveyors 23 College Hill London EC4
Telephone: 01-236 3611

Athlet
Wembley
rehabilitated
to be the
site of the
Olympic
stadium
The new
stadium
will be
built on
the site of
the old
Wembley
stadium
which was
demolished
in 1980
The new
stadium
will be
built on
the site of
the old
Wembley
stadium
which was
demolished
in 1980
The new
stadium
will be
built on
the site of
the old
Wembley
stadium
which was
demolished
in 1980

Azharuddin continues on his conquering way

| | | |
|---|------------|----|
| India have hardly taken a trick but yesterday they were splendid. The crowd of 6,956 was 75,338, three times Sunday's. | | |
| PAKISTAN | | |
| Mohsin Khan, c Wisniewski, b Banny | 3 | 37 |
| Usam Omar, c and b Swarnamurthy | 1 | 25 |
| Zafar Aliqab, c and b Swarnamurthy | 1 | 17 |
| Imdad Mianad, c Swarnamurthy | 1 | 29 |
| Rameez Khan, c Shastri, b Kapil Dev | 1 | 24 |
| Imran Khan, c Mianad, Lb Kapil Dev | 1 | 19 |
| Yasir Hameed, c and b Swarnamurthy | 0 | 10 |
| Yasir Hameed, c Anwarshah, b Mianad | 0 | 8 |
| Yasir Hameed, c and b Swarnamurthy | 0 | 1 |
| Yasir Hameed, c Kapil Dev, b Banny | 1 | 1 |
| Waqar Anwar, c and b Swarnamurthy | 0 | 1 |
| Ernie, c and b Swarnamurthy | 0 | 1 |
| Total (48.2 overs) | 163 | |
| FALL OF WICKETS: 1-2, 7-23, 3-38, 4-113, 5-144, 6-171, 7-185, 8-186, 9-188, 10-189, 11-190, 12-191, 13-192, 14-193, 15-194, 16-195, 17-196, 18-197, 19-198, 20-199, 21-200, 22-201, 23-202, 24-203, 25-204, 26-205, 27-206, 28-207, 29-208, 30-209, 31-210, 32-211, 33-212, 34-213, 35-214, 36-215, 37-216, 38-217, 39-218, 40-219, 41-220, 42-221, 43-222, 44-223, 45-224, 46-225, 47-226, 48-227, 49-228, 50-229, 51-230, 52-231, 53-232, 54-233, 55-234, 56-235, 57-236, 58-237, 59-238, 60-239, 61-240, 62-241, 63-242, 64-243, 65-244, 66-245, 67-246, 68-247, 69-248, 70-249, 71-250, 72-251, 73-252, 74-253, 75-254, 76-255, 77-256, 78-257, 79-258, 80-259, 81-260, 82-261, 83-262, 84-263, 85-264, 86-265, 87-266, 88-267, 89-268, 90-269, 91-270, 92-271, 93-272, 94-273, 95-274, 96-275, 97-276, 98-277, 99-278, 100-279, 101-280, 102-281, 103-282, 104-283, 105-284, 106-285, 107-286, 108-287, 109-288, 110-289, 111-290, 112-291, 113-292, 114-293, 115-294, 116-295, 117-296, 118-297, 119-298, 120-299, 121-300, 122-301, 123-302, 124-303, 125-304, 126-305, 127-306, 128-307, 129-308, 130-309, 131-310, 132-311, 133-312, 134-313, 135-314, 136-315, 137-316, 138-317, 139-318, 140-319, 141-320, 142-321, 143-322, 144-323, 145-324, 146-325, 147-326, 148-327, 149-328, 150-329, 151-330, 152-331, 153-332, 154-333, 155-334, 156-335, 157-336, 158-337, 159-338, 160-339, 161-340, 162-341, 163-342, 164-343, 165-344, 166-345, 167-346, 168-347, 169-348, 170-349, 171-350, 172-351, 173-352, 174-353, 175-354, 176-355, 177-356, 178-357, 179-358, 180-359, 181-360, 182-361, 183-362, 184-363, 185-364, 186-365, 187-366, 188-367, 189-368, 190-369, 191-370, 192-371, 193-372, 194-373, 195-374, 196-375, 197-376, 198-377, 199-378, 200-379, 201-380, 202-381, 203-382, 204-383, 205-384, 206-385, 207-386, 208-387, 209-388, 210-389, 211-390, 212-391, 213-392, 214-393, 215-394, 216-395, 217-396, 218-397, 219-398, 220-399, 221-400, 222-401, 223-402, 224-403, 225-404, 226-405, 227-406, 228-407, 229-408, 230-409, 231-410, 232-411, 233-412, 234-413, 235-414, 236-415, 237-416, 238-417, 239-418, 240-419, 241-420, 242-421, 243-422, 244-423, 245-424, 246-425, 247-426, 248-427, 249-428, 250-429, 251-430, 252-431, 253-432, 254-433, 255-434, 256-435, 257-436, 258-437, 259-438, 260-439, 261-440, 262-441, 263-442, 264-443, 265-444, 266-445, 267-446, 268-447, 269-448, 270-449, 271-450, 272-451, 273-452, 274-453, 275-454, 276-455, 277-456, 278-457, 279-458, 280-459, 281-460, 282-461, 283-462, 284-463, 285-464, 286-465, 287-466, 288-467, 289-468, 290-469, 291-470, 292-471, 293-472, 294-473, 295-474, 296-475, 297-476, 298-477, 299-478, 300-479, 301-480, 302-481, 303-482, 304-483, 305-484, 306-485, 307-486, 308-487, 309-488, 310-489, 311-490, 312-491, 313-492, 314-493, 315-494, 316-495, 317-496, 318-497, 319-498, 320-499, 321-500, 322-501, 323-502, 324-503, 325-504, 326-505, 327-506, 328-507, 329-508, 330-509, 331-510, 332-511, 333-512, 334-513, 335-514, 336-515, 337-516, 338-517, 339-518, 340-519, 341-520, 342-521, 343-522, 344-523, 345-524, 346-525, 347-526, 348-527, 349-528, 350-529, 351-530, 352-531, 353-532, 354-533, 355-534, 356-535, 357-536, 358-537, 359-538, 360-539, 361-540, 362-541, 363-542, 364-543, 365-544, 366-545, 367-546, 368-547, 369-548, 370-549, 371-550, 372-551, 373-552, 374-553, 375-554, 376-555, 377-556, 378-557, 379-558, 380-559, 381-560, 382-561, 383-562, 384-563, 385-564, 386-565, 387-566, 388-567, 389-568, 390-569, 391-570, 392-571, 393-572, 394-573, 395-574, 396-575, 397-5 | | |

relegated three British women, Dorothy Manley, Audrey Williamson and Maureen Gardner to second place, the same silver medal winning position earned by Dorothy Tyler in the high jump. Tom Richards (who died last month) in the marathon, and the men's 4x100 metres relay team.

[illegible]

Zeeland 18; Argentina 18, Jersey (M Gledman, J Lowry) 15; Wales (J Davies, B Morgan) 18, Zimbabwe 16; Israel 22, Kenya 18; England (N Shaw, J Vale) 28, United States 10; Scotland (E Christie, S McCrone) 22, Botswana (June Felton, Flora Anderson) 21; Swaziland 23.

fight line against Jose Martinez Antunez, of Spain, on March 13, promoters said in Rome yesterday.

General Appointments

GRADUATE SCIENTISTS AND ENGINEERS

are required by
THORN EMI
CENTRAL RESEARCH LABORATORIES

THORN EMI, the largest consumer electrical company in the U.K. is expanding its Central Research Laboratories to meet the demand for tomorrow's products. We are seeking Graduate Scientists and Engineers to work in our New Laboratory Complex which houses one of the world's most innovative research establishments and is situated in the high technology centre of Southeast England.

**RESEARCH POSITIONS EXIST IN
INFORMATION PROCESSING, STORAGE
AND DISPLAY
CIRCUITS AND DEVICES — NEW MATERIALS**

Very attractive salaries and conditions of employment with excellent prospects for career development are offered to those who can make a significant contribution to the research in these, or any other disciplines. For further details please contact our Personnel Manager, Harry Hogg quoting ref T/101.



THORN EMI
Central Research Laboratories

FREEPOST, DAWLEY ROAD, HAYES, MDDX UB3 1BR

TEL: 01-573 3888 Ext 2870

CIBA-GEIGY

**Opportunities for Scientists interested in
ELECTRONICS CHEMICALS
RESEARCH**

Ciba-Geigy is an international Chemical company which relies on technical innovation and creativity to maintain its position at the forefront of the chemical industry.

A major decision has been made to intensify efforts in the challenging field of chemicals for electronics uses and one of the main technical centres will be at Ciba-Geigy Plastics at Duxford, Cambridge where new laboratory premises are planned. This investment offers an exciting opportunity for Research Scientists who would like to be involved at the inception of this new development and who would be able to contribute in a substantial way to international growth in this area.

We have opportunities for Graduates who already have knowledge of chemicals for electronics uses and possess some industrial experience in this area. It is likely that successful candidates will hold a Ph.D and have the personal characteristics necessary to motivate themselves and others in this new area of chemistry where a high degree of creativity is a prerequisite. We shall be able to offer the right candidate an attractive employment package together with the opportunity of moving to this very pleasant part of the country.

If you are interested in applying, please send full details of your background and career to date to:

Mrs. N. J. Stranks, Personnel Officer,
CIBA-GEIGY PLASTICS,
Duxford, Cambridge CB2 4QA
Tel: Cambridge (0223) 832121

DIRECTOR NEPAL

The SAVE THE CHILDREN FUND invites applications for the post of DIRECTOR, Nepal.

Save the Children Fund operates four mother and child health projects in Nepal. Each comprises an out-patient clinic, providing general paediatric, nutrition, rehabilitation, antenatal, family planning and related education services, and a system of support to Nepal Government health services in the District in which the Clinic is located. The projects are staffed principally by Nepali workers, and are currently headed by one expatriate doctor at each clinic.

The Director is based in Kathmandu but is required to visit each Clinic on a regular basis, and is responsible for the overall management and development of policies and directions in SCF's work throughout Nepal. Candidates must therefore have a substantial background in management (financial, personnel, etc.) in a development project and an understanding of the major elements of a complex health system. Candidates who are already fluent in Nepali will be preferred, but intensive language training in-country is available for the appointee.

Please submit a detailed CV to the address below before 6 March 1985. A detailed job description will be sent to all applicants, but only those shortlisted will be followed up. This can be an accompanied post, and the appointee will be offered a salary of c. £25,000 (which is likely to be tax-free) per annum, in addition to a comprehensive package of support costs (excluding education allowances).

Overseas Personnel Officer
Save the Children Fund
17 Grove Lane, London SE5 8RD

Save the Children

CRIPPS HARRIES HALL CHIEF ACCOUNTANT-DESIGNATE

£15-16,000 neg TUNBRIDGE WELLS

We are assisting a progressive 15 partner solicitors' practice with the recruitment of a replacement for its Chief Accountant, who is due to retire within two years. The post is a key function in the practice, coordinating all financial matters for the Tunbridge Wells head office and four regional offices, and participating actively in the management of the firm's development. It is envisaged that the Chief Accountant-Designate will spend around 18 months working with the retiring Chief Accountant before assuming full control. During this period, the Chief Accountant-Designate will advise on the selection and installation of a computerised system.

The successful candidate will be aged 30-40, a qualified accountant, (or someone with experience of financial control) in a legal or other professional partnership. On appointment as Chief Accountant, the remuneration package will be reviewed.

Interested persons should contact Don Leslie, Consultant to Cripps Harries Hall at The Gabriel Duffy Group Ltd, Gabriel Duffy House, 17 St Swinburn Lane, Cannon Street, LONDON, EC4N 8AL. 01-623 3195/day or 01-832 6229/evenings.

Gabriel Duffy Consultancy

TECHNICAL DIRECTOR

c. £20,000 + car

A medium sized and profitable company, which is the major subsidiary of a public group, requires a director to lead their technical and product development team. The company, operating from an accessible part of South Wales, has considerable growth opportunities from both existing and new products and markets.

Candidates aged between 28 and 40, must already have at least four years technical management experience covering the functions of design, product development, drawing office and quality assurance. A good honours degree in Engineering is called for and experience of structural engineering design and steel fabrication would be a major advantage.

This is a growth orientated company and career prospects are excellent. The remuneration package includes a basic salary around £18,000, fringe benefits are excellent and there is an executive car.

Please apply in complete confidence with full c.v. and stating current salary to:

W. G. Fearnley-Whittingstall
Profile Management Search
Tabard Chambers
53 Northgate Street
Gloucester, GL1 2AJ

Profile
Management
Search

CHIEF EXECUTIVE

A Chief Executive is required by a small but rapidly expanding and successful company making technically sophisticated ceramics for the electronics and allied industries; with a high percentage of its sales overseas.

The ideal candidate will be between 35-50, will have a successful track record including sales experience and must be able to lead a competent and profit-conscious team. He/she must be ready to travel widely in promoting the company's interests.

An appropriate remuneration package will be negotiated.

Reply to

THE CHAIRMAN,
Box 2054 Y,
The Times.

MARKETING DIRECTOR Required

An IBM software house with full agency status is seeking to appoint a Marketing Director to take control of the marketing of specialist software packages into specific vertical markets. A proven track record in the software or allied industry is vital. Renumeration package to suit right applicant reply to

Box No 0565 R,
The Times

Tax Specialists wanted to feather nests up to £25,000

"The art of taxation is so to pluck the goose that the maximum number of feathers are obtained with the minimum amount of hissing". Jean Colbert 1655

Colbert's statement still rings true today, thus there is a great demand for tax specialists who can help the plucking to a minimum.

If you have good specialist knowledge (personal or corporate) your services will be in high demand. But this pleasant situation presents problems. You need to ensure that a move will enhance your experience, enable career development and bring appreciation for your personal style.

Candidates vary in their skills, objectives and personalities. Our philosophy as recruitment specialists is to view every candidate as an individual. We take time to find out about your specific requirements and to give free and unbiased career advice.

We will be pleased to tell you about the spectrum of appointments we are handling and their suitability for you. They range across both the profession and commerce and are mainly in the £9,000-£25,000 salary bracket. They will be of interest to those who have recently made the decision to specialise, or those whose tax careers are already developing well.

An informal career discussion can be arranged by simply phoning Paul Carvoso ACA or Carrie Andrews ACA on 01-240 6781 or send us brief details of your career to date at: Macmillan Davies, CENTRE POINT, London WC1A 1AJ.

Macmillan
Davies



WANTED: SLIGHTLY USED EXECUTIVES

If you are an able, experienced executive or professional person, yet somehow are not making the most of your potential, perhaps you need a new approach to your career. To learn how 'slightly used' executives have profitably renewed their careers, telephone for a free, confidential appointment — or send us your C.V.

CHUSID
The Professionals in Career Development
London 01-580 6771,
35-37 Finsbury St., WIP 5AR
Bristol 0272 22367, Mags House, 79 Queen's Rd., BS8 1TX.
Birmingham 021-633 5266, 14 Corporation St., B2 4BN.
Manchester 061-228 0089, Sunley Building, Piccadilly Plaza.

VOULEZ-VOUS ETRE NOTRE COLLABORATEUR (TRICE) EN FRANCE?

Vous devez être le représentant de notre organisme et de nos clients auprès des sociétés françaises qui travaillent avec nous. Vous devrez être un "united accommodation". Notre salaire dure de mai - juin à septembre-octobre.

Il vous faudra - pour plus de 24 ans et une bonne présentation, être capable d'entretenir et même de dépasser les vœux, partir occasionnellement en France, posséder un permis de conduire, et

NE PAS FUMER

Dites-nous en France ou au quel vous résidez et vous indique à répondre à notre annonce à

REPRESENTATIVES
ST MARK'S HOLIDAYS
11 Norman Road, Manchester, M14 6LF

ST MARK'S
HOLIDAYS
WITH A RYCLE

I ANSWERED THIS AD FOUR YEARS AGO

I was in my mid 20's, a disillusioned, frustrated graduate with no immediate prospect and not enough challenge in my career.

Four years later, I run my own business earning my real worth, without overheads, and with the security and full backing of one of the largest financial groups in the country. My income has rocketed by some 400%, I have a genuine job satisfaction and real purpose in life.

If you can identify with the way I felt four years ago and are 25 or over the opportunity I was shown is available to you today (M1).

If you live in London, Home Counties, East Angles or the Midlands DIAL 100 today and ask for "FREEPHONE ACHIEVEMENT" and speak personally to one of the ALLIED HAMBRO FINANCIAL MANAGEMENT TEAM.

ALLIED HAMBRO
FINANCIAL MANAGEMENT

IBM PC SALES EXECUTIVES OTE £25K + CAR & BENEFITS

Practica Computers are a well established computer systems company and the major IBM PC Dealer in Sussex. Our strength is in total customer service and support and, due to steady growth, we now require two more Sales personnel in the PC Division. Self-motivated, experienced professionals with drive and ambition will receive an excellent salary package and career prospects. Apply in writing to:

Practica Computers
200 London Road, Burgess Hill, Sussex BN27 3JN



GUINNESS BREWING

Assistant Planning Accountant

Early 20's

c£10,000 + benefits

Following recent major restructuring and management changes, the Guinness Group is well into a new era with particular emphasis placed on the development of forward planning and sophisticated management reporting.

An ambitious part qualified accountant is sought to strengthen this function within Guinness Brewing, the main operating company based at Park Royal, West London. Varied responsibilities

will include preparation of information for plans, budgets and forecasts; development of micro-computer models and assistance with group and other corporate reports.

A very competitive remuneration package is offered and career development opportunities are extensive.

Contact David Tod BSc FCA
on 01-405 3499
quoting reference
D/59WT

**Lloyd
Management**

High Holborn, London WC1V 6QA Selection Consultants Tel: 01-405 3499

مكان من الأصل

How to get through on paper

See yourself from the reader's point of view, put yourself in his shoes - that's the way to sell yourself. If this kind of advice about applying for a job leaves you wondering where you've gone wrong, perhaps you are ready to explore alternative approaches.

You should first become more aware of how those who write curricula vitae, letters, or application forms, and those who read them view each other. Reflect on a paradox at the core of this form of business communication: There is no way in which you can really see your written work from your reader's point of view.

More than one reader will invariably be involved in making decisions about short-listing and selection for executive, professional and managerial appointments. The feelings and attitudes of these readers regarding the type of person each feels able to work well with will inevitably differ. But you can develop a fair understanding of the reactions most readers of CVs are likely to have: for just as jobhunters writing CVs adopt certain devices, their readers do likewise - both are inclined towards stereotyping.

Let us examine the stereotyping process used on each side of the job market, that is by jobhunters and by selectors, in transmitting and receiving information.

What do you know about the organization?

As a jobhunter, what do you know about the companies, or other organizations for which you wish to work? Can you pick up and use clues about aspects of the organization's behaviour that otherwise may leave you puzzled or perplexed?

Do you use conventional categories, such as public or private sector, broad types of industrial sector, relationship to your own spheres of experience? Or have you refined your understanding to account for an organization's approach to its key tasks and manner of treating its employees?

On the selection side of the job market, a particular model is commonly used (often unwittingly) to process information about jobhunters. It is called the "seven point plan" and was devised through the (now defunct) National Institute for Industrial Psychology in the early 1950s. It offers an outline for focusing on relevant aspects of candidates such as physical attributes, attainments, intelligence, aptitudes, interests, disposition and circumstances.

Because assessing the "softer", intangible aspects - especially disposition towards other people in work-teams - inevitably involves some subjective judgements, wise users of the model handle it critically. However, not all selection interviewers are as self-critical as they might be, and some may allow their perception of you as an individual and of the range, depth and shades of your competence to be clouded by

Kieran Duignan outlines a fresh approach to writing a job application

inappropriate stereotypes or prejudices. Such stereotypes may have to do with, for example, people of "a certain age", gender or nationality, or with success, failure, career development or the long-term unemployed.

The point is that your CV and letter offer an opportunity to crack, loosen, bypass, and raise questions about stereotypes of this kind or, negatively, to reinforce them. To portray yourself accurately and with conviction in a manner that does justice to your individuality and real competence, which is not necessarily demonstrated by formal qualifications or job titles, calls for an effort.

It involves thinking clearly about the issues underlying stereotypes, carefully marshalling facts to support the thrust of your proposal, and writing with a gentle edge so that your readers are stimulated to take time out to get to know you better as an individual character.

You can develop a flexibly structured approach to these tasks. Stage by stage, the process of communicating systematically and creatively in job markets involves research, drafting and editing.

Research involves investigating diverse aspects of your readers, the organization you aim to join and the tasks you may be involved in there, as well as deepening your understanding of your own strengths and boundaries.

If research sounds a somewhat grandiose description for this work, it is used to highlight the intensity of concentrated and recurrent attention called for and the importance of systematically compiling data on both areas of your focus: Your readers and their context, on the one hand, and yourself, on the other.

In your jobhunting, do you use the full range of available sources of information, both people and publications, to build up a rounded appreciation of readers of the CVs you send? Of the organizations they work in? And of key tasks involved in the opportunity that interests you?

Have you carried out a thorough survey of your work experience, your learning style and critical learning experiences, your formal appraisals at work, your horizons and diverse possible stepping stones to your goals, the personal makeup of colleagues and bosses with whom you fared well, poorly and indifferently, values and models that have guided you in the past and those that may inspire you in the future? To what extent have you mapped out the boundaries of areas in which you have a good degree of competence, those in which you have some proficiency but are not a specialist, and those in which you have found tasks particularly distasteful and arduous?

To what extent have you sorted out the skills you can readily transfer

from one or more occupational settings to a new and strange one? This process of gauging the full stock of qualities and other strengths you can offer in job markets to help selectors solve their problems is a vital part of the research involved in communicating with impact in job markets.

At the drafting stage, be concerned with simply compiling a factual and comprehensive report that offers a rounded account of what you have to offer your target readers. This stage of application-writing is the one many jobhunters are often inclined to neglect, for it can feel awkward. Either too much or too little information can daunt the writer from struggling through to offering the key target readers an inviting and relevant self-portrait.

Two kinds of problems are worth distinguishing at this stage. One is how to organize and reorganize information relevant to the application; the other is how to find new perspectives or angles on oneself and on the target opportunity, organization and readers - techniques of lateral thinking are useful in tackling this.

Your next task is editing - cutting and polishing what you have drafted to produce papers with a degree of style and individuality that stand out in the crowd pressing for the attention of your readers.

You must make every word count

Two problems characterize this stage. One is highlighting those parts of your story that have most significance in the eyes of your readers, and here experimenting with different section headlines is relevant; the other has to do with making every word count as far as your readers are concerned and, to this end, the hard but sometimes also pleasurable task of rewriting - through rewording, rearranging and condensing - is called for.

In inviting you to explore alternative approaches to written communications in job markets, I may appear to flout some rules you associate with jobhunting and I have not made conventional exhortations about some mechanics of the writing tasks. This is precisely because the difficulties of writing CVs, letters and forms of application at executive, professional and managerial level commonly lie outside the boundaries of rules and mechanics.

In drawing your attention to other areas of the subtle task of getting through on paper in job markets, I am pointing to alternatives that may help you to develop effective approaches to reaching your career goal. As with all new behaviour, the first couple of steps are the toughest part.

For a copy of a reading list relating to points raised in this article and a rating sheet to evaluate written applications, send a 7in envelope, with an 18p stamp, to: Career and Personal Development Associates, Ashling, 84 Alderton Road, Croydon, CR0 6HZ.

General Appointments

HIGH FLYERS IN DISTRIBUTION

If you've got it up top, look at the bottom

The bottom right hand corner of this advertisement, to be precise. For our logo should tell you a lot about who we are looking for and why.

But some facts in brief. We're a leading firm of Management Consultants, operating internationally as well as throughout the UK. Our Distribution Group is growing fast and contributes significantly to our overall success.

What we're offering is the chance to broaden your experience and develop your talents in a highly professional environment where intellectual demands are substantial and analytical skills vital.

That's why our selection criteria are rigorous. You'll need to be a graduate aged 26-35 with an excellent track record, working at the forefront of developments in distribution. Perhaps in line management, warehouse design, operations planning, or materials handling. Personal skills must also impress.

In short, we're looking for some of the best distribution brains around. And we'll pay accordingly. In the range £15-28,000, in fact, with benefits which may include a car.

So, if you want to be at the centre of things, here's what to do. Send full personal and career details (including daytime telephone number) to Geoffrey Thiel, quoting reference H30/T on both envelope and letter. Please state your preferred location - London, Birmingham or Manchester.

Deloitte Haskins + Sells
Management Consultants
126 Queen Victoria Street, London EC4P 4JX

Enterprise Oil

Chief Geologist

Enterprise Oil is now firmly established in the private sector as a major new British oil company with significant interests in five producing fields and with a number of other developments under review.

Enterprise has already become a significant contributor within the consortia developing these existing fields and is rapidly extending its exploration activities in the North Sea, onshore UK and Western Europe.

Since its inception early last year it has built up a highly skilled and experienced exploration team, has been an active participant in the current UK offshore 9th round and will be bidding aggressively in the forthcoming onshore licensing round. Two operations have already been secured and others are under negotiation.

You will provide expert geological input and guidance of a high standard to the six exploration teams and their regional managers and will also advise the exploration director on all geological matters. Unfettered by line management involvement, your responsibilities will be

wide ranging and you will enjoy considerable freedom to select your own work programme and to define your own objectives.

You will maintain a constant overview of the company's current and anticipated activities and will occupy a particularly visible role within the organisation. Your worldwide experience will have been gained over at least 20 years in the industry, some of which will be North Sea related. You will be up to date with the latest technical developments and will have experience of both classic and carbonate provinces. A background with a major oil company including a period in a geological research laboratory is advantageous.

An attractive, competitive remuneration package including a company car, share option scheme and other benefits will be offered.

Please ring or write, in complete confidence, to John Dlack of Cripps, Sears & Associates Limited, Personnel Management Consultants, 88/89 High Holborn, London WC1V 6LH. Tel: 01-404 5701.

Cripps, Sears

Production Director

Foreign language publicity and technical publications
To £25,000 + car.

Tek works for over 1000 major international companies and publishers in the U.K., Europe and in the USA handling the production of their industrial publicity and publications for overseas markets: brochures, manuals, technical literature, films, books.

Tek translates, designs, typesets and prints their material in all of the languages of international trade and publishing. Tek has unrivalled production resources: experienced managers, outstanding translators, the latest computerized typesetting equipment in-house, print-buying by experts and 25 years experience.

Now growing demand for our services requires us to appoint a Production Director to streamline the whole, complex production operation and to play a major role in new business development jointly with the Marketing Director. You will be responsible for the planning and co-ordination of all projects; for productivity and for profit. You will have the opportunity to work closely with our clients, here and abroad, and to develop new suppliers. You should enjoy working with people of many nationalities and skills. You should have exceptional personal qualities and relevant experience and be, probably, in your thirties.

This is an exciting, challenging position and one that offers early opportunities of appointment to the Board of Directors.

Please write, with CV, in strictest confidence to the Managing Director, Tek Translation and International Print Ltd, 11 Uxbridge Road, Shepherd's Bush, London W12 8LH.

The World Leader in Translation, Typesetting and Print.

Tek
TRANSLATION

Financial Researcher

We need a highly intelligent and self-motivated person to research and write about financial matters. Initially, most of your work will be for *Which?* magazine, but you could also be involved in books, computer programs, and other media.

Our aim is to provide readers with the information they need to run their financial lives sensibly. You must be interested in identifying the questions our readers want answered, and tough enough and persistent enough to find the answers.

You must be able to provide:

- a lively mind
- a logical and common-sense approach
- scrupulous attention to detail
- useful and imaginative work delivered on time
- a good degree and at least a year's working experience.

We're not insisting on financial knowledge or experience, but if you haven't got them, you must be very bright and be a fast learner. On our side, we offer the challenge of an exciting and responsible job, with a very large measure of independence.

Salary on appointment will be on a scale rising from £9,724 to £12,853 (plus cost of living increase in April), with opportunities for further progression. Appointment may be above the minimum for the scale. Benefits include 5 weeks' annual holiday (plus 3 nominated days), luncheon vouchers, pension scheme, free life insurance, and season ticket loan.

For an application form and a short test, write to the Personnel Manager, Consumers' Association, 14 Buckingham Street, London WC2N 6DS

Which?

REPORTERS

Radio Nottingham (Ref. 2101/T)

Radio Leeds (Ref. 2091/T)

Are you a young ambitious reporter with at least three years' journalistic experience? If so, Radio Nottingham and Radio Leeds have vacancies that may interest you. The work is primarily reporting, interviewing, bulletin writing and newsreading. Good microphone voice and current driving licence essential.

Salary £8,038 - £9,552 plus allowance of £537 p.a. (currently under review). Relocation expenses considered.

Contact us immediately for application form (quote appropriate ref. and enclose s.a.e.): BBC Appointments, London W1A 1AA. Tel. 01-927 5799.

We are an equal opportunities employer

BBC LOCAL RADIO

Corporate Treasury

London c£25,000 + Car

An international management consultancy urgently seeks to expand its treasury consulting group and thus seeks to appoint a number of high calibre candidates who offer experience of working within a banking/treasury environment.

The work is varied and challenging and the experience gained will be useful for developing a career within either a commercial treasury or management consultancy.

Ideal candidates will possess a good first degree, sound treasury experience, excellent presentation skills and an assured manner.

Write or telephone (naming any firm which you would not wish to be put forward to) Nicolas Mabin, Regional Manager, quoting reference: LG1101.

Management Personnel
Recruitment Selection & Search

2 Swallow Place, Oxford Street, London W1R 7AA
Telephone 01-408-1894 (out of hours 01-503 2783)

Young, bright high flyers

in personnel management
c.£15,000

Over recent months, we have completed a large number of assignments in blue chip companies. A particular requirement has been for high-potential graduates, aged 25-30, looking to make their first or second career moves.

Currently we have about twenty vacancies for such individuals in well known organisations offering good career progression prospects.

If you fit the personal specification and can point to a record of achievement in a progressive business-related personnel function, we need to talk to you now.



Please contact Peter Jones or Mark Tullitt, quoting reference IR148T.

COURTENAY PERSONNEL LTD.

Management Selection and Personnel Consultants,
11 Maddox Street, London W1R 9LE.
Tel: 01-491 4014.

General Appointments

CJA

RECRUITMENT CONSULTANTS
35 New Broad Street, London EC2M 1NH
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374

Challenging start-up situation - scope to become key member of senior management team.



MANAGER - GENERAL INSURANCE DIVISION

INITIALLY LONDON £18,000 - £26,000
LEADING AND FAST DEVELOPING INSURANCE BROKING AND FINANCIAL SERVICES GROUP

As part of our clients policy of further diversifying from its well established life assurance and investment brokerage base, we invite applications from creative, hard working, forward thinking and high flying General Insurance specialists aged 30-42. The selected applicant must have at least 8 years' significant experience working in established insurance companies and /or running their own brokerage business. The prime responsibilities of the successful candidate, who will report to the Board, will be to establish a dynamic and effective General Insurance Division. Exceptional skills in creating, developing and marketing both new and existing agencies and plans are essential. Of equal importance is the ability to design, introduce and implement appropriate manual and computerised administration and commission systems. The ability to sell products and the Division's services both internally and externally with enthusiasm and drive are key. Initial base salary negotiable £18,000-£26,000. Applications, in strict confidence, under reference MGID 4316/TT, to the Managing Director: CJA

Scope to advance to the position of General Services Manager within 3-5 years.



ADMINISTRATIVE SERVICES MANAGER

LONDON £12,000 - £17,000
This same client also has a new position for which we invite applications from candidates, aged 26-35, who must have had at least 7 years' demanding administrative based experience. The successful applicant, who will report to, deputise for and work very closely with the General Services Manager, will be responsible for a wide range of administrative functions and services at five UK locations. These will include establishing and running new offices, identifying staffing needs and development, assistance in organising conventions and sales conferences, plus the development of word processing and computerised administrative and control systems. (Candidates should be computer knowledgeable but not necessarily computer literate). Essential qualities will include a subtle blend of management skills and actually 'getting hands dirty' personally. A young, self motivated, ambitious and flexible 'all rounder' is vital for this stimulating and taxing assignment. Initial salary is negotiable in the range £12,000 - £17,000. Applications, in strict confidence, under reference ASM 4317/TT, to the Managing Director: CJA

MONSANTO IS THE WIDELY-DIVERSIFIED INTERNATIONAL CHEMICALS, AGRICULTURAL PRODUCTS AND ELECTRONICS GROUP: T/O IN EXCESS OF \$6 BILLION

A "green field" opportunity with scope to advance to Plant Accountant within 3 years

Monsanto **COST/MANAGEMENT ACCOUNTANT**
MILTON KEYNES £14,000-£16,000

For this new position, we invite applications from Accountants, either recently-qualified or finalist ACMA/ACCA, with at least 2 years industrial/commercial experience, ideally within a U.S. multi-national. The successful candidate, likely to be aged 24-28, will be responsible to the Accounting Manager for establishing and subsequently operating the total financial and production cost accounting systems, from final plant construction stage through to manufacturing start-up in late 1985. This will include preparation of budgets, forecasts, actuals, variance analysis, as well as ad hoc projects and, as a high priority, development/implementation of main frame/micro computerised accounting systems. This challenging role demands initiative, drive and an eye for detail. Initial salary negotiable £14,000-£16,000 + non-contributory pension, free life assurance, travel/accident cover and assistance with removal expenses, if necessary. REFERENCE CMA 086/TT.

Prospects to advance to management position either elsewhere in U.K. or in Brussels

Monsanto **PRODUCTION COST ACCOUNTANTS**
NEWPORT AND SWINDON £10,000-£15,000

On behalf of our clients, Monsanto, we invite applications from qualified or part-qualified accountants (ACMA/ACCA), aged 23-27, with 1-3 years' experience in a commercial/industrial organisation, using computerised accounting and costing systems. The successful candidates will be responsible for inventory and production cost accounting, covering preparation of forecasts, budgets, standard cost data and variance analysis, including financial modelling on specific projects - directly liaising with production management and European headquarters-based product management. Emphasis is placed on ongoing systems development and qualities considered essential include a flexible, team approach within a lively and expanding environment. Initial salaries negotiable £10,000-£15,000, with benefits as above. REFERENCE PCA 086/TT.

Monsanto also require TRAINEE FINANCIAL AND COST ACCOUNTANTS, aged 22-24, to train for similar positions to the above in Cleveland, Newport and Ruabon (North Wales); salaries ranging £9,000-£11,000. Candidates should have already embarked on an accounting career. REFERENCE TFCA 087/TT.

Applications, in strict confidence, quoting appropriate reference above, to the Managing Director: ALPS

35 NEW BROAD STREET, LONDON EC2M 1NH.
TELEPHONE: 01-588 3588 OR 01-588 3576. TELEX: 887374. FAX: 01-638 9218

Information Technology Specialists

£20-40,000

OFFICE AUTOMATION • MINI AND MICRO COMPUTERS • MAINFRAME • CAD/CAM • COMMUNICATIONS • PABX • NETWORKING •

MKA Search International Ltd
(A Dept of Computing Company)
Turret House
The Avenue
Amersham
Bucks HP7 0AB

We have a small number of highly prestigious clients who have briefed us to find the best Information Technology professionals in the country.

Our clients are the top handful of Blue Chip consultancies, manufacturers, software houses and users with whom we have been dealing regularly over a period of several years, and whom we know to be able to offer career advantages significantly above the rest.

Our objective is to find the best careers for the best people and maintain our own reputation as a leading Search and Selection Consultancy within the I.T. industry.

If you would like an informal discussion without commitment, please telephone BOB MILLAR, DAVID DRAKE or DAVID ABBOTT on 02403 28866 or send a brief c.v. to us at the address below.



STRATEGIC PLANNING EXECUTIVE North London

UDT is a leading Finance House and member of the TSB Group. Its consumer lending business is currently expanding rapidly and experiencing a progressive change in adapting to new technologies and economic trends. To react to this change it has recently established a business development and planning team, responsible for the evaluation of new market and product opportunities and the development of business strategy and plans.

A strategic planning executive, who will participate in a wide range of planning and development activities, is now required as part of the team. The successful candidate will be remunerated well ideally hold an MBA and be 35-40 years old. He/she must have a minimum of 2 years commercial experience in a large organisation.

A very competitive salary will be offered. Company benefits are generous and include a mortgage subsidy, non-contributory pension scheme and profit-share. Substantial career opportunities exist within the Group which is currently poised for significant growth.

Send your current CV to Mr. C. J. Brennan, Personnel Manager, United Dominions Trust Ltd., 1 Ljousdown Road, New Barnet, Herts. EN5 1HT or telephone 01-440 5202 extension 204 for an application form.



GRADUATES:

Electrical/Electronic Engineers, Mechanical Engineers and Naval Architects

The complete professional challenge



Ships of the Royal Navy embody the best and the most advanced engineering to be found in Britain today. Members of the Royal Corps of Naval Constructors are responsible for the design, construction and maintenance of these ships at a price the country can afford.

A career with the RCNC offers graduates technological challenge and wide-ranging experience which, when coupled with planned training programmes, can

lead to Chartered Status in the minimum time. On completion of training, you would be involved in ship or system design studies or in dockyard management. With increasing experience, your career will develop across the full spectrum of warship building technology, including procurement management. The product itself guarantees variety. You could for example be concerned with nuclear or gas turbine propulsion systems; with the most sophisticated electronic communications equipment; with computer-controlled weaponry or with developing the technology to reduce underwater noise. Whatever the problem you will see it right through - designing, modifying and perfecting - until the whole ship can operate reliably.

under the most extreme conditions that man or the environment can offer. Understandably, our entry standards are high. You must have, or expect to obtain, in 1985, a degree with 1st or minimum 2nd class Division 1 Honours degree in Mechanical or Civil Engineering, Electrical or Electronic Engineering or the appropriate sciences, naval architecture or other maritime sciences. Successful candidates will be sponsored to obtain an appropriate MSC. FINAL YEAR STUDENTS MAY APPLY. Salary starting between £6915 and £7635 according to qualifications and experience. There are good promotion prospects to £21,830 and above. Salary in London up to £1300 higher. For further information and an application form (to be returned by 14 March 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: TFS466/2. The Civil Service is an equal opportunity employer.



The Royal Corps of Naval Constructors

'Arthurian' Somerset

THORN EMI - Datatech is part of the Information Technology Division of the Engineering Group of Thorn EMI plc, an international company operating in 32 countries and having an annual sales revenue in excess of \$2.5 billion.

From our West Country base, a completely refurbished old mill in the village of Wootton Bassett, we design a wide range of technically advanced interactive data storage/retrieval systems (often to very specific customer requirements).

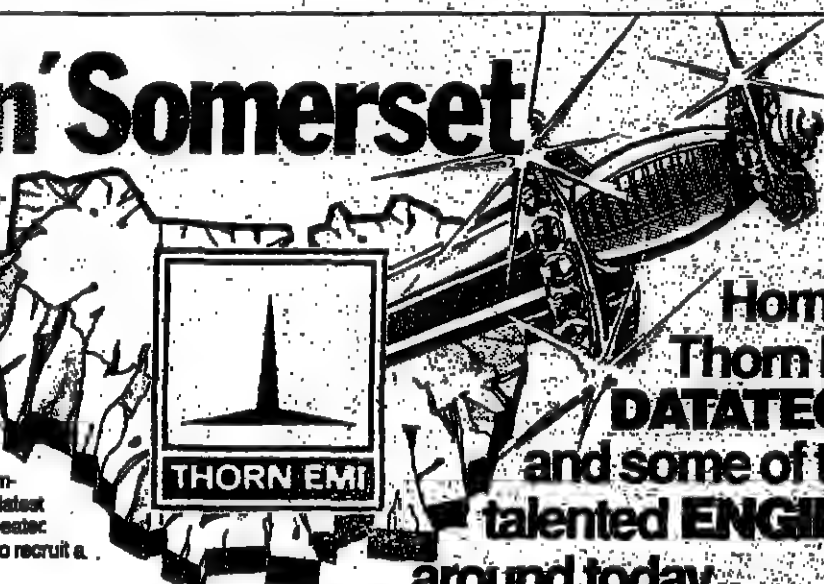
'Streamers', the largest range of 16-inch streaming tape drives available anywhere, is one of our latest brainchild and is already proving to be a world leader. To meet corporate expansion plans we need to recruit a number of additional engineers:

Senior Firmware/Hardware Micro Processor Engineers.

We're seeking two. Both of graduate status and therefore over the age of 25. Experience of digital electronics design, backed by a sound appreciation of analogue design, is essential, as is the capability of microprocessor programming in high level and assembly languages. An understanding, and knowledge of, 16 and/or 32 bit processors and of bit slice technology will be of considerable advantage. Applicants should be capable of designing and fault finding of microprocessor hardware, logic circuits and computer interfaces.

Firmware/Hardware Micro Processor Engineers.

To join the above team applicants should be over 20 years of age and with sufficient engineering skills and knowledge to enable them to play an active and increasing role in the further development of this division.



Home of Thorn EMI-DATATECH and some of the most talented ENGINEERS around today

Senior Analogue Design Engineers.

We seek ideal candidates as being over 25 years of age and with a minimum of three years experience of analogue design work behind them and now looking to commit themselves totally to challenges posed by new and exciting product development work.

Always interesting, often fascinating, work in superb rural, but not isolated, surroundings. Excellent conditions of employment - with salaries to match - plus generous financial help towards relocating are all a part of the overall package we have put together to attract the right men, and women, for these posts.

For an informal, but confidential, interview and the chance to look us over, talk to our engineering professionals and to see part of Avon country, at its best, please write or telephone requesting an application form from:

Chris Jennings, Technical Administrator, THORN EMI Datatech, The Mill, Wootton Bassett, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551.

THORN EMI Datatech



Information Management

In a leading Management Consultancy Up to about £11,500, bonus, BUPA, etc.

HAY-MSL is an international management consultancy specialising in the motivation and development of people at work, and in the management of strategic change. Our Group Information Centre provides a comprehensive information service in support of our management, operational and marketing needs. As Head of the Information Centre, the successful candidate will be expected to maintain high standards of service in this key support activity - and, at the same time, meet the challenges involved in introducing new data-bases and managing the consequent transitional arrangements.

The post will appeal to a graduate, who may also be a Chartered Librarian, with a successful track record in information processing - preferably in a commercial environment. Previous supervisory experience would be valued. Age - probably 28 to 34.

Please write, quoting reference A.15903, to: Colin Bexon, HAY-MSL Management Consultants Group Ltd., 52 Grosvenor Gardens, London SW1W 0AW.

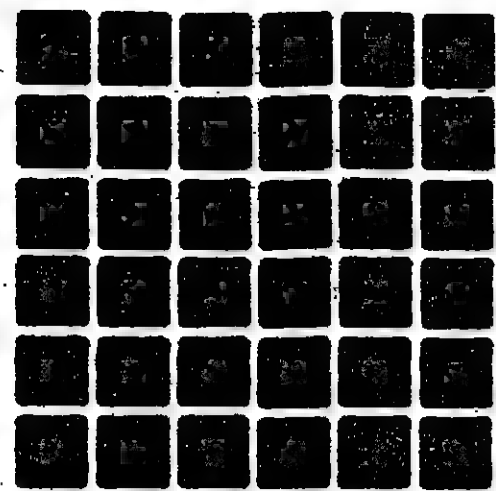
This appointment is open to men and women.

مكتبة الأصول

General Appointments

HONOURS GRADUATES

Seeing is believing?



If you look directly at the grid, you will see a series of grey dots between the squares. They don't exist: Your eyes are being deceived by an optical illusion.

Dealing with things that are not always as they seem on the surface is an everyday part of the Tax Inspectors' work. In assessing the tax liabilities of businesses of all types and sizes they must apply their powers of analysis and perception — sometimes intuition — in reaching a fair conclusion. All part of a distinctive career of exceptional challenge and variety, which offers a structured and progressive path for the ambitious.

Through intensive training, you will develop the skills of a lawyer, advocate, accountant, investigator, negotiator and manager. Within a few months you can expect to be handling your own casework. After 3 years you will be managing a sizeable team of staff, and in due course, you should be running your own tax district.

Qualifications: Under 36 and a First or

Second class honours degree or an acceptable equivalent qualification. Final Year Students may apply.

Starting salary according to qualifications and experience from £4015 to £4625 for those aged under 26 and from £4625 to £4995 for those 26 and over. You should be earning at least £9155 after 2 years and, 3 years later, you should be on a scale rising from £12,895 to £17,485. If you fulfil your promise, you should later be on a scale rising to £21,830. Beyond this there are opportunities for further promotion to the most senior grades in the Civil Service. SALARIES HIGHER IN LONDON. Training can usually begin at an office in the area of your choice.

To find out more and for an application form write to Civil Service Commission, Alencon Link, Basingstoke, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: A/85/320/235.

The Civil Service is an equal opportunity employer.

REGIONAL GENERAL MANAGER

HARROGATE

Following the publication of the Griffiths Report, the management of the Health Service is undergoing change. Great stress is being laid on individual managerial accountability for the efficient use of resources with the prime aim of achieving the best possible patient care. The achievement of high standards and ensuring value for money represents a challenge for management and leadership at all levels.

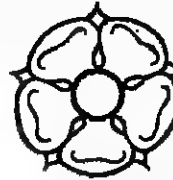
The Yorkshire Region is responsible, through 17 District Health Authorities, for the care of 3,600,000 people living in West Yorkshire, North Yorkshire and Humberside. It employs 61,000 staff and has a revenue budget of £692m. Currently a major review of the Regional Health Authority's role is being undertaken with a view to introducing a new management structure to replace that operating the consensus team system. In addition the process of recruiting General Managers at District level is well advanced.

The General Manager will be responsible for putting into effect the Authority's decisions and policies and improving management performance in meeting objectives set. Candidates should be able to demonstrate considerable success at senior level in a major enterprise and be capable of commanding the support and respect of the many and varied professionals and clinicians operating within the Service.

The salary is negotiable and will take into account the new manager's current remuneration package but, as a guideline, this post is likely to be attractive to candidates currently earning around £35,000.

Please write in strictest confidence giving sufficient brief details to justify an interview to:

Bryan Askew,
Chairman,
Yorkshire Regional Health Authority,
The Old Brewery,
Tadcaster, LS24 9SB.



Yorkshire Regional Health Authority

Imperial Chemical Industries PLC
Agricultural Division: Billingham: Cleveland
Manpower Planning & Development Group

Career Development Consultant

ICI Agricultural Division requires a Career Development Consultant to work within the Career Development Section of the Division's Manpower Planning & Development Group.

The Division has a strong history of organisational development and employee participation, where every effort is made to develop the full potential of individual employees, specifically their human relations and leadership capabilities.

The successful candidate will be at least 28 years of age and will have gained experience in an appropriate organisation. He/She will become a member of a multi-disciplinary team who are responsible for creating and developing processes, methods and systems, which will facilitate the development of the Division's human resources, to the mutual benefit of the individual and the business.

Ideally, the candidate will have a degree in Occupational Psychology, experience in psychometric and other forms of testing; a proven record in the business of using diagnostic, problem solving and influencing skills in effecting change; and some experience in the field of training and development. Remuneration will be commensurate with qualifications and experience. The Company operates house purchase, profit sharing and contributory pension schemes and offers financial assistance towards removal expenses.

Applications giving details of age, qualifications and experience should be sent as soon as possible to:-

Mr MAJW Pegg, Personnel Department, Imperial Chemical Industries PLC, Agricultural Division, PO Box No 1, Billingham, Cleveland, TS23 1LB.



VACANT POST OF HYDROLOGIST

In the Government Service of
the Republic of
Trinidad and Tobago

- Applications are invited from suitably qualified persons for appointment to a vacant post of Hydrologist in the Project Implementation Unit of the Ministry of Agriculture, Lands and Food Production.
- Particulars relating to the post are as follows:-
Salary Range
\$4,018-\$4,881 per month (1983) (Trinidad and Tobago dollars)
Minimum Experience and Training
Considerable experience in the practice of engineering and training as evidenced by the possession of a recognised Degree in Civil or Hydraulic Engineering supplemented by a post graduate diploma in Hydraulic Engineering, or any equivalent combination of experience and training.
- Application forms and further particulars relating to the post and the terms and conditions of employment can be obtained from the Trinidad and Tobago High Commission, 42 Belgrave Square, London SW1 (Tel: 01-245 9351) to whom all applications should be submitted not later than 21 March, 1985.

Document Reader

£10,000
+ excellent benefits

We are seeking someone, preferably with a professional qualification, who has several years experience in the Securities Industry, and can demonstrate a sound knowledge of The Stock Exchange's Listing requirements, for an important and interesting position within our Quotations Department.

You will be involved in the examination of draft documents submitted by listed companies for ultimate issue to shareholders, and will analyse them in such a way as to provide the highest possible standard of disclosure for both shareholders and potential investors. To this end you will be required to liaise with stockbrokers, company representatives and professional advisers to determine and resolve difficulties. You should be aged 25-40, and capable of concise, logical expression, both orally and in writing, and the sensitive nature of the work demands complete confidentiality.

Career prospects are excellent and, owing to the particular nature of this role, an unusually broad knowledge of the Securities Industry will be gained.

The starting salary will be around £10,000 p.a., and the benefits include a fully-paid season ticket, non-contributory pension scheme, BUPA and subsidised meals.

Please apply with a full c.v. or telephone for an application form to: Barbara Coulston, Personnel Officer, The Stock Exchange, Old Broad Street, London EC2N 1HP.

Telephone: 01-588 2355 (ext. 28683).



The Stock Exchange

OPPORTUNITIES IN SAUDI ARABIA

REALTIME ENGINEERING & DATA ANALYSTS -

- a leading high technology Company - is offering excellent career opportunities for:

EXECUTIVE MANAGER - SECURITY SYSTEMS DIVISION

The ideal candidate must have:

- * 8 years' sales and marketing experience in integrated security systems.
- * Be familiar with CARDKEY and Proximity Products.
- * Have management experience.

SALES ENGINEER - SECURITY SYSTEMS DIVISION

The ideal candidate must have:

- * 4 years' surveying and services engineering experience of electronic security systems, especially CARDKEY and Proximity Access Control, and C.C.T.V. equipment.
- * Knowledge of preparing technical proposals on installations for the type of system to be used.

TERMS

The terms of appointment include attractive Saudi tax-free salaries plus commission on sales, company car, medical care, free furnished accommodation and two return air tickets, per year, from country of origin.

(Interviews to be held in UK from 25th Feb.)

Applicants should submit C.V. and references, without delay, to:

VICE PRESIDENT
REALTIME ENGINEERING & DATA ANALYSTS
P.O. BOX 278
DHAHRAN 31932, SAUDI ARABIA

Tel: 010-966-3-895-2480 TLX: 670480 READAK SJ
TELEFAX: 966-3-864-9043

Further information available from S. Garcia
Tel: (0783) 73057/8

GEC Engineering Research Centre

MECHANICAL ENGINEERING LABORATORY

ENGINEERING R & D

The Mechanical Engineering Laboratory at Whetstone provides contract research and consultancy services to GEC companies and others. Expansion has created opportunities for engineers seeking broad-ranging and satisfying careers. Successful candidates will join teams responsible for the initiation and execution of research projects with ample opportunities to influence the future course of the programme.

STRUCTURAL MECHANICS DIVISION

Software support and development for structural analysis and its integration with design and manufacturing. Fortran programming and applications of numerical methods in mechanical engineering. Experimental stress analysis, computer-controlled data acquisition, measurement techniques.

CONTROL DIVISION

Design, analysis and simulation studies covering a wide range of industrial and military applications. Fluid power and electronics systems, both digital and analogue.

THERMOFLUIDS DIVISION

Research into advanced computational fluid dynamics for turbo-machinery and general flows, heat transfer (particularly involving boiling and condensation), thermodynamics and combustion of prime movers, novel energy systems.

To apply please send full c.v. to:

Mr B J Cooper
GEC Engineering Research Centre
MECHANICAL ENGINEERING LABORATORY
Cambridge Road
Whetstone
Leicester LE8 3LH
or Telephone: Leicester (0533) 863434 Ext. 3801

Dynamic Book-Keeper/Office Administrator W1 up to £10,000 p.a.

We are a fast growing international management consulting group of Scandinavian origin in new London offices. Our working environment offers opportunities for personal growth and advancement.



We are looking for someone to handle internal project management, payroll, book-keeping, and general accounts duties. The position needs to be filled as soon as possible.

He/she must have experience of IBM PC for other computerised book-keeping systems and must have flexible approach to all general office administration duties.

Career Breaker looks forward to receiving your application or telling you more about us.

INDEVO LTD
14 St. Christopher's Place
London W1M 5HB
Tel: (01) 936 2604

British Museum

Curatorial opportunities in Information Retrieval

The aim of the Information Retrieval Group is to create a computerised information retrieval scheme for all curatorial departments, with a database capable of in-depth expansion. The Group is currently working on the computerisation of information relating to the Museum's collections in 3 Departments: Medieval & Later Antiquities, Oriental Antiquities and Ethnography.

Assistant Head of Group - Curator Grade E ... to assist with computer projects, particularly with the establishment of departmental requirements for future schemes, timing and documentation; resolving difficulties of terminology and indexing; advising on the allocation of staff and other resources; controlling and monitoring project teams; and liaison with computer and curatorial staff.

Team Leader - Curator Grade F ... to be responsible for daily supervision of project teams (including staff training); liaison with computer and curatorial staff; verification of information and its daily transmission to the computer; and contributing directly to the overall progress of the scheme.

Candidates for both posts should

normally have a relevant degree but others will be considered if they have other qualifications or experience of special value. Experience of identifying, handling and storing museum artefacts and evidence of manual dexterity and typewriter keyboard experience is desirable.

Candidates for the Grade E post must have significant experience of setting up or operating computer-based documentation systems, preferably in a museum or a library, together with experience of staff management.

Candidates for the Grade F post must either have experience of computer-based documentation systems or a proven interest in, or aptitude for such work.

SALARY: As Curator Grade E, £9365-£12,025; as Curator Grade F, £7315-£9790. Starting salary according to qualifications and experience.

For further details and an application form (to be returned by 18 March 1985) write to: Civil Service Commission, Alencon Link, Basingstoke, Hants, RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G(6)382.

An equal opportunity employer

TRANS WORLD AIRLINES

seeks applicants for the post of

FIELD SALES MANAGER

For its passenger sales department in the United Kingdom (based in London). The successful candidate will assume responsibility for the day to day direction and motivation of the UK passenger sales force and achievement of revenue goals in an exciting but increasingly competitive and pressurised market place. Applicants must be well educated, preferably to degree standard and have a proven track record in sales management in a service or leisure field, preferably involving North American markets. In addition, demonstration of a creative leadership ability is essential and a familiarity with modern office technology including micro applications is desirable. Starting salary will be negotiable around £16,000 plus car and fringes including generous air travel privileges (after qualifying period). If you are aged between 30-40 and are really ready to move on towards senior management in a first class organisation write fully with C.V. to:

DEPARTMENT JJC,
TWA
214 OXFORD STREET,
LONDON, W1N 0HA.

(Telephone enquiries will disqualify.)

Leading the way to the USA.



General Appointments

apollo computer sales

O.T.E. c.£35,000p.a.

Positions are available throughout the country for Territory Sales Executives and Account Managers. You should have well developed negotiating skills, be strongly motivated and possess an outstanding track record of selling into the technical computer marketplace.

In return Apollo offer a good basic salary with generous guarantees, unlimited earning potential and an excellent benefits package which includes quality car, free family medical insurance and share participation schemes.

So, if you want the challenge of joining a company which is big enough to realise your ambitions yet small enough to recognise individual contribution, telephone Alan Housley on 061 942 0222 during office hours, weekdays evenings between 7.00 p.m. and 9.00 p.m. on 0425 820107.

Alternatively, write to:

Alan Housley,
Apollo Computer (UK) Ltd.,
Dunham House, Cross Street,
Sole, MANCHESTER M13 1HU.
Tel: 061 942 0222

apollo is the company, domain is the product.

A direct line to the executive shortlist.

InterExec is the organisation specialising in the confidential promotion of Senior Executives.

InterExec clients do not need to find vacancies or apply for appointments.

InterExec's qualified specialist staff, and access to over 100 unadvertised vacancies per week, enable new appointments at senior levels to be achieved rapidly, effectively and confidentially.

For a mutually exploratory meeting telephone:

London ☎ 01-930 5041/8

19 Charing Cross Road, WC2.

Birmingham ☎ 021-632 5648

The Rotunda, New Street.

Bristol ☎ 0272 277315

30 Baldwin Street.

Edinburgh ☎ 031-226 5680

47a George Street.

Leeds ☎ 0532 450243

12 St. Paul's Street.

Manchester ☎ 061-236 8409

Faulkner House, Faulkner Street.

InterExec

The one who stands out.

Newbury Data Recording Ltd is an important part of the DRI Group - Europe's largest independent computer peripherals manufacturer. Our growth rate to date is impressive - in the last three years turnover has nearly tripled to well over £70m. The Group's set for even greater development and intends to go public this year. It is against this background that we are seeking to appoint the following:

PLANNING AND BUDGETS ACCOUNTANT

£ Negotiable

We are seeking a qualified Accountant to develop a co-ordinated planning process and prepare detailed budgets and forecasts. Candidates will need to demonstrate solid experience in corporate planning within a marketing/manufacturing environment, backed by well developed analytical skills. Experience of the use of microcomputers in financial modelling is essential. The salary will reflect the importance of this position and it is thought that candidates currently earning less than £12,500 will not have the depth of experience required for the post.

EQUIPMENT SALES EXECUTIVES

OTE £25K + CAR

We are seeking two highly motivated Sales Executives to sell our VDU, Printer, and communications equipment to end users. Candidates must be able to demonstrate a proven sales track record in a high-tech environment.

There are two territories involved - South East and South West England.

VDU ANALOGUE DESIGN

c. £15K

To join a team pioneering the development of VDU's and intelligent terminals. Candidates must demonstrate strong innovative flair and solid experience in the design of VDU's or TV drive circuits and PSU's.

PRODUCT SUPPORT ENGINEER

INTERNATIONAL SUPPORT to £15K + CAR

To provide technical support in pre- and post-sales situations. Problem solving together with alpha and beta testing of new products require a minimum of 2 years experience of IBM Assembler or Z80 programming. Knowledge of EBCDIC communications protocols would be an advantage.

PROJECT LEADER

c. £15K

To join our team developing low cost communications products and VDU's using Unix and C. We are seeking a Project Leader to assume full responsibility for resource management and technical leadership from project definition to volume production. Applicants should have design experience with one or more of IBM/CLP/225 communications systems and at least 4 years post-graduate experience.

For all positions we offer highly competitive salaries related to experience and competence, an environment receptive to new ideas and the opportunity for personal growth and management development. In addition there are all the usual large company benefits and relocation assistance where appropriate.

For more information, please contact Miss Muir or Joan Atkinson, Personnel Department, Newbury Data Recording Ltd., Hawthorne Road, Staines, Middlesex. Tel: Staines (0784) 51385.

Newbury Data

A member of the DRI Group.

SENIOR SYSTEMS ANALYST

LOCATION: LONDON

SALARY RANGE 16-20k AAE

Responsible for leading a development team on the design of a real time, on-line Database System with a Blue Chip International Corporation. Systems implemented on IBM 4381 under CICS and DL/I. Project duration 2 years and the successful candidate is expected to lead the project from design to implementation. Additional benefits include company car, life cover and private health and disability insurance.

RPG11-PL1 and ASSEMBLER PROGRAMMERS

LOCATION: LONDON

SALARIES c 15K AAE

Banking, Insurance and Financial Software Houses. Previous experience min 2 years preferably IBM environment.

ANALYST/PROGRAMMERS

LOCATION: LONDON

SALARIES c 16k AAE

Major International Oil Company requires Analyst/Programmers with at least 2 years' experience of COBOL/CICS, hopefully with VM/CMS. Knowledge of ADABAS/NATURAL or other Database Software an advantage. They also offer practical training and encourage the acquisition of new qualifications to assist and encourage policy of promotion from within. Additional benefits include non-contributory pension scheme, private medical insurance, lunch allowances, interest free season ticket loans, sports and social clubs etc.

The above are a few of the many vacancies on our register waiting to be filled NOW. Send comprehensive CV or telephone (in strictest confidence):

COMPUTER CONSULTANTS INTERNATIONAL
24-36 STEPHENSON WAY, LONDON, NW1 2HD.
TELEPHONE: 01-387 3550/01-388 2312

Licensed by the Department of Employment, London, SE556, Birmingham M1863, Bristol SW863.

IBM ANALYST/PROGRAMMERS TO \$55,000 p.a.

IBM MVS COBOL CICS IDMS (ADS-ONLINE)

Our client, one of the most prestigious and successful stock-broking and financial companies in the world, has a need for some twenty Analyst/Programmers to assist them in their 1985 development programs.

Successful candidates will work in their luxury office accommodation in lower Manhattan, initially on a 12 month assignment.

Skills will ideally include a strong IBM background, but some opportunities will exist for candidates with strong IDMS knowledge in an ICL environment. Good analysis, design and programming experience is essential, preferably in a financial or brokerage environment.

Our client will conduct interviews in London during late March, with start dates up to June 1985.

Successful candidates will receive a full family relocation package and all necessary assistance and advice on moving to the United States.

For more information on these exclusive opportunities, please call Mary Coleman NOW or send your detailed resume to us at Computer People International, 68 St. Martin's Lane, London WC2.

WE LOOK FORWARD TO HEARING FROM YOU.

*Opportunities will also exist for experienced IDMS DBAs and MVS/CICS Systems Programmers.

Vi Computer People International
The Market Leaders.

NEW YORK CITY - 1985

The Gabriel Duffy Group offers recruitment selection and search services for clients in the Profession, Industry and Commerce. Candidates at all levels in the Accounting, Taxation and Finance fields are invited to contact one of our Consultants to discuss career opportunities. Gabriel Duffy Consultancy, 17 St. Swinburn's Lane, Cannon Street, London EC4N 3AL.

(01)-623 3195
- 623 4295
- 623 4395

24-hour answering service
Open 9.00-7.00 Monday-Friday
Evenings/weekends only:
(01)-632 6229
- 602 3805
- 892 8036

GDC
Gabriel Duffy Consultancy

SENIOR FINANCIAL MANAGER
£38,000 package
A major Arts/Entertainment group seeks an account who is sympathetic to the Arts for a high-level financial control role with overall management involvement. The post requires excellent technical and leadership skills, and may lead to a senior appointment for the successful candidate. The post is Central London-based, with some UK travel.

COMPUTER AUDITORS
£18,000
We are assisting a leading multinational group with the recruitment of two CA's for systems review and development. One post will involve international travel, the other will be head-office based in London. Contact Don Leslie on 01-623 3195

PERSONAL TAX MANAGER
£17,000
Due to recent expansion, our client, a medium-sized West End practice requires an experienced Accountant with experience in all areas of Personal Tax. Working on a varied portfolio, you will be assisting in the implementation of a computerised system. The position calls for someone ambitious, ideally aged 25-35, preferably with a large firm background.

GROUP TAX MANAGER
£27,500 + car
This Central London Top 20 practice is in the forefront of modern technology and innovative ideas. Our client is offering a direct step to partnership to Qualified Accountants technically competent in all aspects of Taxation. Contact Nina Pinbow on 01-623 4235.

TAX PARTNER DESIGNATE
£20,000
An excellent opportunity for an ACA/FCA ATTI to move to partnership after an initial settling in period, with a progressive five-partner practice in Colchester. The firm is ideally seeking a committed tax specialist, aged 30-40, with excellent all-round knowledge and some small practice experience to take full responsibility for a thriving department.

PARTNER-DESIGNATE
£18,000 + car
Our client, an expanding West End based firm with an excellent reputation and client list seeks a young ACA/FCA to be groomed for partnership in the short term. All aspects of general practice. Contact Michael Beaman on 01-623 4395.

KENTING

Management Career Opportunity

We are a leading and expanding onshore drilling company currently operating 9 land rigs in the UK and Continental Europe. We are seeking an aggressive senior level manager with excellent business acumen and a good understanding of the key aspects of the land drilling and service industry.

The successful applicant must be a professional engineer with a minimum 10 years related experience within the oil and gas industry in drilling engineering, contracts, and be willing to relocate to our Midlands base. This position will report directly to the Managing Director and be responsible for the management and supervision of contracts and engineering personnel. Specific duties will include business development, bidding, contracts, rig design and drilling engineering.

This is a permanent position offering a salary commensurate with qualifications, including a car, contributory pension scheme, profit sharing plan, excellent benefit package and excellent promotional opportunities for the right individual. Relocation expenses will be reimbursed.

Please submit a full CV in the first instance to: Anne Murray, Personnel Manager, KENTING DRILLING SERVICES LIMITED, Trent Lane, Castle Donington, Derby

Applications will be considered in the strictest confidence.

DIRECTOR Hospital Administration

Location: Europe

Salary to \$60,000 p.a. plus Company Car

A key opportunity exists to join a major international health care company that owns or manages over 60 psychiatric, addictive disease and other specialty hospitals.

The company is now committed to developing a strong European presence and wishes to appoint a Director Hospital Administration to a newly acquired hospital in Europe.

Applicants, in the age range 35-45, should be able to demonstrate a successful background in hospital administration, although the company will give serious consideration to suitably qualified executives with a legal or accountancy background. In addition to English, fluency is required in French and ideally German. The appointment will become effective April 1985. Initially please forward your resume (which will be treated in the strictest confidence) to:

Managing Director (Ref: 5417)
Village Advertising Ltd.,
44 Wellington Street,
Covent Garden, London WC2E 7DJ.



OIL INDUSTRY SUPPLIES & OPERATIONS ASSISTANT

We have a vacancy for an assistant to work in the busy Supplies Department of a British U.K. Oil Marketing Company. This position, reporting to the General Manager - Supplies, will encompass a wide range of supply functions and include involvement with the buying and selling of oil products in bulk, marine bunkering, oil futures, supply economics, supply operations and shipping. The ideal candidate is likely to be in their mid-twenties and will have two or three years commercial experience. He/she may well be a graduate, numerate, flexible and with a desire to get involved in the supply side of the oil industry. Relevant oil experience although not essential would be an asset.

The company that wants you is British, big in turnover, but small in head count. Its philosophy is one of team effort and the successful candidate will possess a high degree of interpersonal skills and an ability to accept responsibility. The position carries first class remuneration and benefits.

Applications with a full C.V. should reach Miss V. Pain, Personnel Officer, Ulramar Golden Eagle Ltd., Pembroke House, 40, City Road, London, EC1Y 2AQ by no later than 25th February, 1985.

Ingram

RECRUITMENT CONSULTANTS



Treasury

£14,000 +

Assistant Treasurer needed for major PLC in West End. Reporting direct to the Treasurer, you will be involved in depth with the treasury function. Will suit someone with a keen interest in a career in this area. Qualifications such as an MBA, an accounting qualification or membership of the Association of Corporate Treasurers would be preferable. Contact Peter Briggs, FCA, MCT.



Banking - Money Market

£30,000 + Car

Our client, a well known bank, is looking for a senior Money Market Manager. You will be 35-45 years old and have had 8-10 years' experience in this role. Reporting to the General Manager, you will be expected to liaise with the Chief Dealer and develop and market loan syndication and deal with the expanding aspects of portfolio management. Contact Andrew Linden about this and our other banking vacancies.



Management Consultancy

£14,000 to £25,000

Our client is a major international consultancy who requires high quality graduates with an excellent track record, aged 22 to 34 years, for varied assignments. DP specialists and ACA's especially related. Good communication skills and a strong personality essential, with varied commercial/industrial experience desirable. Rapid promotion dependent on ability, not age. We also have posts with Provincial offices for young ACA's and DP specialists. Contact Peter Briggs, FCA.



Tax Consultancy

to £25,000 +

ACA's/BARRISTERS/SOLICITORS/INSPECTORS - our clients include a large number of professional practices, both Chartered Accountants and Solicitors. Merchant Banks, insurance companies, financial services companies and general tax consultancies. We currently have many vacancies for people wishing to specialise in tax consultancy. High quality work with excellent training and career progression.

Contact ANDREW LINDEN, PETER BRIGGS or BRIAN INGRAM
Telephone 01-623 3555
70/71 NEW BOND STREET, LONDON, W1Y 9DE

هكذا من الأصل

General Appointments



LASER-SCAN LABORATORIES LIMITED

We are a world leader in the production of automatic digitisers, plotters, displays and workstations, with particular emphasis in the cartographic market, located on the Science Park in Cambridge.

EUROPEAN SALES EXECUTIVE Remuneration package circa £17,000

As part of our general expansion programme there is a requirement for a Sales Executive to be primarily responsible for existing and future prospects within Europe.

Whilst a strong technical background, together with successful sales experience in high technological capital equipment is preferred, emphasis will also be placed on the initiative and enthusiasm of the candidate. Knowledge of German, French and/or Italian is required.

Remuneration will consist of basic salary, commission, company car and private health insurance.

Please apply in confidence to:

Madge Sidaway
Personnel Officer
Laser-Scan Laboratories Limited
Cambridge Science Park
Milton Road
Cambridge CB4 4BH
Telephone: Cambridge (0223) 315414



TOP JOBS DOWN UNDER



TWO OPPORTUNITIES IN SYDNEY

Our Client is Australia's leading manufacturer of professional grade printed circuit boards, operating plants in Sydney and Melbourne. The Company is a wholly-owned subsidiary of a major Australian public company.

Two exceptionally attractive opportunities have arisen in this dynamic environment. Make your decisive career move now and enjoy a new and invigorating lifestyle in an expanding economy.

Manufacturing/Technical Manager

This is a very senior post reporting directly to the Managing Director. The Manufacturing/Technical Manager will head a staff of 120 and be responsible for the management of production engineering, production, process engineering, plant maintenance, materials control and plant security including planning, budgeting and control of all technical resources.

A degree in chemical engineering is preferred and at least seven years experience in a professional grade PCB manufacturing environment is essential and must include experience of drilling, plating and printing technologies.

Commencing salary c. Australian \$45,000 p.a. plus car and fringe benefits. Moving expenses to Australia paid and re-location assistance provided.

Process Engineer

Important opportunity for rewarding advance to production management. Will be responsible to Manufacturing/Technical Manager for the operation of all production processes within quality and cost parameters. Will provide for testing and implementation of new processes equipment and operator training.

Applicants should be qualified in chemical engineering or physical chemistry and have at least five years experience in process engineering or equivalent in the printed circuit board industry.

Attractive salary package to attract exceptional candidate. All moving expenses to Australia paid and re-location assistance provided.

In the first instance phone Dublin 781000 and speak to Richard Moulton or Glasgow 9452660 and speak to John Duffy or forward full career details in complete confidence to Richard Moulton.



MARLBOROUGH EMPLOYMENT

Marlborough Employment (Private) Ltd., 11 Hugh Court, Harcourt Road, Dublin 2.

SEAN MacHALE AND ASSOCIATES — BUSINESS CONSULTANTS

Chief Executive— European Operations

Circa £45,000 Stg. p.a.
plus exceptional fringe benefits and performance bonus

A growth-oriented International company with an established European marketing and production unit based in Dublin, our client has a unique market position manufacturing, supplying and installing high quality stainless steel commercial kitchen equipment for the food service industry.

The Chief Executive will report directly to the Board and will be a recognised professional with a proven track record capable of taking responsibility for all aspects of management. Particular emphasis will be on manufacturing, production planning and quality and the successful candidate must have the ability to work with a prestigious client base. A high energy level is essential, together with the ability to contribute at Director level in the management of offshore operations.

Qualified candidates with a University degree or equivalent in Business Administration or Engineering who wish to become the key individual in a highly motivated customer oriented environment, are invited to submit their resume/C.V. to Sean MacHale, quoting Ref. No. 254.

Sean MacHale and Associates
Business Consultants
Executive Recruitment Services
28 Lower Leeson Street
Dublin 2
Telephone: (0001) 762508/601644

Accountants for Computer Consultancy

We are the management consultancy company of Thomson McLintock & Co, which is the British member of KMG, one of the largest international accounting and consultancy groups in the world. Our computer consultancy specialises in computer, office systems and information technology advice. Assignments include hardware and software selection, systems implementation, and training clients on related topics such as management awareness and financial modelling.

Due to further expansion, we require qualified accountants to join our multi-disciplinary consultancy team. Our consultants are actively involved with the latest developments in information technology, analysing and solving client problems in the design and implementation of management information systems. We also offer an individually tailored training and development programme and the opportunity to enhance and broaden both technical and management skills.

We require commercially-minded qualified accountants, aged around 25-30, with initiative and practical experience of the implementation of mainframe financial accounting or management reporting systems.

Remuneration will be in the range of £16,000 to £20,000 plus car.

Location: City of London.

Please write in confidence to JR Homby (Ref 2017).

TML KMG

Thomson McLintock Associates
70 Finsbury Pavement London EC2A 1SX

MOXON DOLPHIN & KERBY LTD

Recruitment Advertising
Executive Search
Management Selection
International Recruitment

178-202 Great Portland Street,
London W1N 5TB. Tel: 01-631 4411.
8 Mathew Street, Liverpool L2 6RE.
Tel: 051-236 1724.

Sales and Marketing Manager

(Director Designate)

Fairey Construction Limited is an operating Company within Fairey Holdings Limited, the Engineering Sector of Pearson plc, and is a subsidiary of Fairey Engineering Limited.

We have more than 20 years experience in the installation and commissioning of electro-mechanical engineering equipment for the Nuclear Power Industry and large scale pipework in the Process Industry.

We have offices at Warrington and Runcorn in Cheshire and a healthy order book with major projects on a number of construction sites both at home and abroad.

The company now seeks a Sales and Marketing Manager to promote sales within existing markets to develop its export potential and implement a strategy to diversify into other identified high technology markets.

The successful achievement of clearly defined objectives will lead to a directorship within 12 months of appointment.

Candidates (male or female) will be Chartered Engineers in either mechanical or

electrical disciplines. They should have experience of the construction, process industry and/or pharmaceutical industries or ideally already hold a similar position in a company which is involved in the nuclear and general engineering industry.

Candidates must be highly motivated and prepared to work in a competitive industry, dealing at board level.

Salary will not be a limiting factor in a remuneration package that will include a company car, fringe benefits and relocation expenses where appropriate.

Please write with full CV to:

The Personnel Manager, Fairey Engineering Limited, P.O. Box 41, Crossley Road, Heaton Chapel, Stockport SK4 5BD

Fairey Construction Limited

Graduate/ A Level Trainees

Finance Industry

Citibank Savings is part of the worldwide corporation Citicorp, one of the largest banks in the world. Citibank Savings aims to serve the financial needs of the individual consumer throughout the UK by offering a wide range of financial products and services.

This year Citibank Savings is looking to recruit a number of trainees to commence in September preferably with business-related degrees, or those currently studying for A Levels with an interest in joining the finance industry. This scheme aims to recruit highly-motivated, talented individuals who will follow a structured training programme. The

scheme will provide an opportunity for an exciting career within the rapidly expanding financial services sector.

We offer an excellent salary and a comprehensive package of benefits, including a generous mortgage subsidy after a qualifying period, non-contributory pension scheme and permanent health insurance.

Please apply on a SAF or send full personal details to Miss Vivian Leach, Personnel Officer, Citibank Savings, St Martin's House, 11 Hammersmith Grove, London W6 0NY.

Citibank Savings

Personnel Management Construction Industry

An excellent opportunity has arisen for a well qualified Personnel Recruitment Specialist to join a progressive construction group at their Personnel Department at Colindale NW9.

A broad experience in personnel within the Construction Industry would be advantageous, but an essential requirement is a proven capability in the recruitment of executive, managerial, technical and administrative staff.

Excellent remuneration package is available, plus company car and profit sharing bonus.

Please write in strictest confidence to:

Mr. E. J. White, Personnel Manager, Kyle Stewart Limited, Merit House, Edgware Road, London NW9 5AF

KYLE STEWART

MARKETING RESEARCH MANAGER (FINANCIAL SECTOR)

CIRCA 15½K

The Frizzell Group is one of the country's largest insurance broking and finance groups with offices throughout the UK and growing international interests. Its development over more than half a century has been founded on a close identification with consumer demand and the provision of a quality client service. Increased consumer awareness of insurance and financial services and the opportunities brought about by technological advances in communications offers an exciting future for the industry.

We now wish to appoint a manager who can combine vision with the disciplines of market research to provide an effective input to the formulation of the Group's product development and marketing strategy. The market research unit, which is based at Poole, will concentrate on the research and development of market products and services for the financial services sector. In addition it will maintain up to date information on competitors and marketing methods.

Applicants for the post should have a degree in a numerate science, be aged 28 - 35 and have at

SOUTH COAST

least 3 years' marketing research experience. Ideally in the financial services sector. Good practical statistics expertise is a requirement and additional knowledge of information systems and sales management would be advantageous. Well developed written and oral communications skills are essential.

The Company offers excellent terms of employment, including comprehensive relocation assistance, free private medical cover, health insurance and preferential pension and retirement arrangements.

FRIZZELL

Please write in the first instance enclosing a comprehensive CV to: S M Woolridge, Personnel Manager, Norman Frizzell Motor & General, Frizzell House, County Gates, POOLE, BH13 6BH.

CMG

MIDDLESEX
CROYDON
C. LONDON

PROGRAMMERS, ANALYST/PROGRAMMERS, CONSULTANTS
£13-20k

SKILLS IN DEMAND · IBM ·
ICL · HP3000 · COBOL
RPG11 · MANUFACTURING,
BANKING & COMMERCIAL
ENVIRONMENTS...

Most successful independent
Computer Services Company in
Europe · Record profits in 1984
Exceptional growth planned

"CMG'S SUCCESS IS DIRECTLY LINKED TO THE PEOPLE WHO WORK IN THE COMPANY"

Please send CV or telephone: Alan Pearson
(01-638 3791), Roman House, Wood Street,
London WC2E 5AA, or alternatively



Contact our Advising Consultant,
Anthony Barry (01-836 8144)
30-32 Southampton Street, Covent Garden,
London WC2E 7HE.

THORN EMI FERGUSON Limited, manufacturers of the famous FERGUSON TX range of television, video and associated products have a vacancy for a

PROJECT MANAGER

We are a major company in the consumer electronics field, with a requirement for a Project Manager in the Manufacturing Division.

This Senior position includes assessing the technical viability of introducing new products, implementing production programmes, diversifying production and developing initiatives to resolve technical and manufacturing problems.

Sourcing of capital plant and equipment will be additional responsibilities.

Candidates should have a minimum of five years' experience at a Senior level in Production Engineering preferably in the Electronic Engineering Industry.

Qualification should be to HND/Degree level.

Applicants should apply with full CV to:

John Greener, Senior Personnel Officer,
THORN EMI FERGUSON Limited,
Great Cambridge Road, Enfield, Middlesex EN1 1UL.



FERGUSON

Technology you can trust

General Appointments

SALES MANAGER

CITY BASED SUBSTANTIAL BASIC SALARY

COMTREND a division of the ADP Group (the world's largest independent computing services company), specialises in the provision of real-time electronic price information services for dealers in the financial futures, commodity and metal markets.

The company is now seeking a Sales Manager to lead a small dynamic sales/support team. It is likely that the successful candidate will have both a proven sales ability and some direct city experience.

The position reports directly to the V.P. Marketing in the U.S. but will liaise closely with both the European Sales Manager in Zurich and the Financial Controller and Director of Technical Services in London.

The high basic salary is enhanced with a bonus scheme paid monthly on above target sales O.T.E. £35,000 to £50,000 per annum, a company car, pension scheme and BUPA are provided.

Please reply in the strictest of confidence with C.V. to: Ian Windley, ADP Comtrend Limited.

PLANTATION HOUSE, 31/35 FENCHURCH STREET, LONDON EC3M 3EP

Systems Sales

Manufacturing Property Management Financial Control

OTE to £30,000



Our Clients are a well resourced Systems House delivering solutions into a number of defined markets. Running on branded supermicro and mini products, software is offered on a 'packaged' basis or as fully supported bespoke developments.

They wish to expand their operations through the appointment of additional Sales Executives in the South and South East.

We would like to discuss these opportunities with young, assertive individuals who can demonstrate a track record of sales achievement in a relevant systems market.

The remuneration packages offered to successful applicants will include a salary of up to £16,000 and commission guarantees.

For full details contact Rick Allison or Paul Henry, Recruitment Consultants, on 01-367 4549 (daily until 8pm).

Alternatively, send your C.V. to: Greenfield Human Resources Ltd., 40 Triton Square, London, NW1 3RG.

ASSET FINANCE & LEASING

Lease Plan UK Ltd is part of an International Finance and Leasing Group owned by the major Dutch banks.

As part of our long term expansion strategy we have now created an Asset Finance and Leasing Division. This will provide a new thrust to the marketing of our flexible range of facilities to industry and commerce, which includes:

- Finance Leasing
- Lease Purchase
- Stock Finance
- Receivables Discounting
- and other asset based finance services.

Two exceptional career opportunities have therefore been created to market these products and take full advantage of this finance sector in order to develop our existing client base throughout the UK.

Based in Windsor, the successful applicants will be part of a small highly professional team. They must be capable of negotiating complex transactions at all levels and have the ability to analyse and identify our clients needs and construct the appropriate tailor made financial arrangements.

This is a unique opportunity to participate in the rapid growth of a company which has considerable potential in the future equipment leasing environment.

Initial remuneration consisting of salary together with a profit related bonus will be negotiated around £16k, according to age and experience, a car, pension and life assurance scheme and private health insurance will be provided. Our anticipated growth rate will allow for excellent future career and salary progression.

Applications should be sent together with a full cv to our Recruitment Consultant:

Mr. John A Taylor
KSA
130 High Street
Oxford OX1 4DH
Tel: (0865) 240296/723179

Lease Plan

PROJECT ORGANIZER MALE OR FEMALE

A leading USA-based international financial and data services company is seeking an energetic and resourceful individual to assist with a European market development project. The position will require hard work, organization, out-going enthusiasm, attention to detail, and language capability in French and German. With demonstrated ability, responsibilities of the position will increase. Applicants must be prepared to travel and there will be an initial period of training at the company's headquarters in the USA. Salary \$10,000 or above, depending on ability and experience. Please write in confidence with detailed C.V. including salary history to:

Box 65666 The Times

PUBLIC RELATIONS TO £15,000

Exciting opportunity for PR executive. Small but growing agency leading food industry accounts. Proven experience essential. Must be able to take control. 4-5 years experience. Please call on 027 8478 or 734 2185

Miller/McNish

133 Oxford Street W1
Fax Core

1985 - YOUR CRUCIAL YEAR?

Changing your career? Finding employment? Taking vital exams?

NOW IS THE TIME to consult us for expert assessment and guidance. Free brochure:

- CAREER ANALYSTS
- 30 Gloucester Place, W1
- Tel: 01-635 5452 (24 hrs)

SOFTWARE ENGINEERS EUROPE

Our client company is a leading Systems House specialising in High Technology in Europe today.

Based on the Continent, our Client has achieved considerable growth and success in developing and implementing Systems in the following sectors: SCADA, communications, energy, defence, industrial and finance/banking.

The company is a relatively small operating company (circa 150) offering significant career growth combining the following factors: a) a wide variety of software/technical projects; b) project and manpower responsibilities and active involvement in client liaison/sales support.

The company is currently seeking to recruit a number of extra staff over the coming months to work on advanced systems including SCADA and Datacomms. Experience in one or more of the following areas is desirable:

- Process Control
- SCADA
- Protocols
- Point of Sale Systems
- Networks
- PDP11/VAX
- Air Traffic Control
- IBM Series 1
- Data Communications
- Banking
- Micro's
- Tandem
- Petrochemical Industry
- Hardware Experience

For further written information please telephone or write (preferably including a C.V.) to Datamatics. Initial interviews will take place in London with final interviews in Europe to follow.

DATAMATICS RECRUITMENT SERVICES

5 Brighton Road, Surbiton, Surrey KT6 5LX
Telephone 01-399 9183 Telex 291561

NORTHERN ITALY

Administrator

Small import/export company based in a delightful setting on Lake Garda, northern Italy, require a bilingual (English/Italian) administrator to assist their resident English Director.

Aged between 25-35 this job would appeal to an energetic person with accountancy/general business experience wishing to build a career in international commerce.

Salary would not be an obstacle for the right person.

Apply in writing with brief C.V. to:-

Caltech, 1 Tadmoor Street, London, W12.
or Caltech, PO Box 57, Salo, Brescia, Italy.

Interviews - London and Milan

ECL

EXPLORATION & DEVELOPMENT CONSULTING SERVICES

SEISMIC PROGRAMMER

ECL is Britain's leading consulting company providing technical services to the petroleum industry around the world and offering a wide range of services from primary exploration to reservoir engineering and production. In support of these consulting services, ECL has written a number of proprietary technical computer programs which are also sold internationally. These programs include the ECLIPSE, Reservoir Simulator, the CLAN Interactive Log Analysis Suite, the IMPACT Seismic Digitising Mapping and Data Base Package. Future plans include the release of the ECLAT Economic Modelling Program and ECLIPSE Exploration and Production Data Base System in 1985.

ECL has Data General MV8000 and MV10000 computer systems and has just installed an ELXSI 6400, a powerful, new super mini computer.

We are now seeking a Seismic Programmer capable of contributing to the development of complex software suites which are written in Fortran 77 using the latest development techniques and graphics facilities.

Candidates should hold a good Honours Degree in Geophysics, Geology, Mathematics, Physics, Engineering, or other numerate subjects, together with a minimum 5 years experience in the development of technical software using Fortran. Experience within the oil industry would be advantageous but not essential. Self motivation and an ability to fit into a team will be important attributes.

These are opportunities to join an expanding company based in a superb rural location, offering significant technical challenges. Highly competitive salaries will be offered to the right candidates, together with a range of fringe benefits, and where applicable, generous relocation assistance.

Please write, in confidence, enclosing detailed curriculum vitae to:

Mike Turnill
Exploration Consultants Limited, Highlands Farm
Greys Road Henley-on-Thames Oxon RG9 4PS

ACA'S CAREERS IN BANKING/FINANCE.

As, probably, the largest Recruitment Consultancy in the World, specialising in Banking and Finance, we have numerous vacancies for ambitious graduates (top 8) ACA's, aged in the 26-32 year range, with excellent presentation and communication skills. Stimulating and highly rewarding career opportunities exist in the following areas:-

SENIOR INTERNATIONAL TAX MANAGER £30,000 + Benefits
In-depth knowledge of double tax agreements, CIT/CGT, lending, leasing, capital markets experience.

LEASING ACCOUNTANT neg £20 - 25,000 P.A.
Bright articulate ACA with several years' lease accounting, evaluation, pricing experience, coupled with commercial flair, aged about 30 years.

INTERNATIONAL AUDIT PACKAGE £15,000
Young single ACA's who would welcome international travel (up to 50%)

CORPORATE FINANCE £11 - £18,000
Age range 25-28, with some company investigation experience, for general Mergers and Acquisitions role in a Merchant Bank.

MANAGER U.K. TAX £16,000 + Benefits
Aged 27-30 years with several years corporate tax specialisation.

ABOUT TO QUALIFY?
There are numerous vacancies in each of the above fields, and various trainee positions, in corporate finance, capital markets, and electronic-automatic banking, financial and management accounting.

PLEASE RING: PETER HAYNES OR BRIAN GOOCH
All applications will be treated in confidence.

JONATHAN WREN & CO. LIMITED, 170 Bishopsgate, London, EC2M 4LX.
Tel. No. 01-623-1266

Jonathan Wren
RECRUITMENT CONSULTANTS

TECHNICAL MANAGER

Food Processing

Does your commercial flair match your technical expertise? As world leaders in automated process plant for the food and beverage industries, we can offer this unique opportunity for you to utilise your skills.

This challenging role demands specialist technical knowledge, commercial acumen and excellent managerial abilities. You will be responsible for technical and commercial aspects of projects, involving some customer contact and negotiations.

Successful applicants will have a degree in Chemical/Bio-Chemical Engineering, plus considerable experience gained within the relevant industries.

To the right person, we will offer a competitive salary and benefits package, including a company car and relocation assistance where applicable. Applications are invited from suitable candidates of either sex.

Please send your CV or telephone for an application form to: Miss R. Bailey, Senior Personnel Officer, Alfa-Laval Co. Ltd., Great West Road, Brentford, Middlesex TW8 9BT. Tel: 01-860 1221.

ALFA-LAVAL

Three leading pharmaceutical companies - one British, one European and one American - have asked for our help in finding experienced young physicians to strengthen their therapy development teams as:

Medical Advisers

They offer permanent posts with salaries from c.£20,000 to c.£25,000 + car and planned programmes of training and experience to enable new people to:

- set and agree the strategy for clinical trials
- monitor and control the resulting studies
- manage the interfaces of research, commercial and regulatory affairs
- offer the best professional advice to colleagues and prescribers
- progress to more senior status and salaries

We would like to hear from you if you are 28 to 35, with three or more years progressive post-qualification experience - academic, general or hospital - and a real interest in advancing your career in therapy development.

Though retained and paid by the companies, we are briefed fully to respect confidentiality until you authorise the release of personal/career information to our clients. Please write with a succinct supporting CV, or telephone Roger Stephens for a brief initial discussion.

Roger Stephens & Associates

Management Search • Selection • Development
Dolphin Yard, 11c Holywell Hill, St. Albans, Hertfordshire AL1 1EZ.
Telephone: St. Albans (0727) 57474.

Director

Human Resource Consultancy

Our client is a well established consultancy backed by a major international corporation. They market a range of consultancy services including executive search, management selection and management assistance programmes, both in the UK and overseas. The company has established industry specialisations in insurance, financial services and high technology.

They wish to recruit up to three Directors to play leading roles in developing the existing specialist sectors.

To qualify you will be aged 28-40, preferably have a professional qualification and background. Previous exposure to management consultancy and/or recruitment would be an advantage. Certainly you must want to join a highly motivated and service oriented company.

To apply please write to me, Melvyn Gadsdon, enclosing a full copy of your CV.

IAS

LONSDALE ADVERTISING SERVICES LIMITED
Hesketh House, Portman Square, London W1H 0JH

FINANCE SALES REPRESENTATIVES

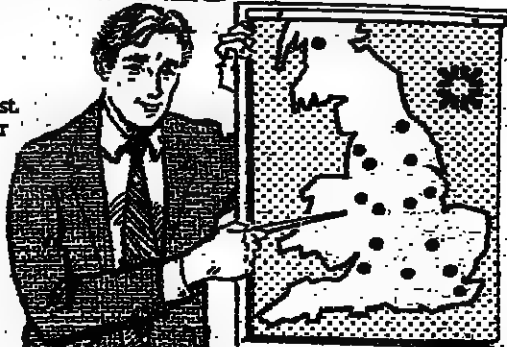
PUT YOURSELF ON THE MAP

Come and join St. Margaret's Trust. Although we are one of the smaller finance houses, we are backed by Williams & Glyn's Bank, itself part of the Royal Bank of Scotland Group, and are poised to expand.

Opportunities exist in: All parts of England, (with the exception of Cornwall and East Angles) and Glasgow.

Candidates must have previous experience in instalment credit with a finance company, AND BE ABLE TO SELL. Preferred age 27-35.

The position will be well rewarded and the fringe benefits include a company subsidised mortgage and first class pension scheme.



Initially contact John Marley, Personnel Manager, on 0242 36141 or write to him with full details to:

St. Margaret's Trust Limited

St. Margaret's Trust Limited, The Quadrangle, Imperial Square, Chesham, Bucks. HP8 1PZ.

مكتبة الأصول

125 High Holborn, London, WC1V 6QA Selection Consultants Tel: 01-405 3499

Banking and Accountancy

STOP PRESS.

OVERSEAS VACANCIES IN TOP 8
FIRM JUST ARRIVED

USA

All areas. 20/25 Qualified A.C.A.'s required. N.Q. to 2 years P.Q.E.

CANADA

15 Supervisors for Audit and Investigations required. Minimum 1 years P.Q.E.

AUSTRALIA

All locations. Up to 30 Seniors and Supervisors required. N.Q. up to 3 years P.Q.E.

Response required URGENTLY
Contact Kirshen Rundle NOW 01-836 9501
Screening interviews in LondonDOUGLAS
LLAMBIAS
Accountancy & Management
Recruitment ConsultantsLONDON: 410 STRAND, LONDON WC2R 0NS TEL: 01-836 9501
GLASGOW: 26 WEST NILE STREET, GLASGOW G1 2PF TEL: 041-226 3101
EDINBURGH: 113/115 GEORGE STREET, EDINBURGH EH2 4JN TEL: 031-225 7744
MANCHESTER: BROOK HOUSE, 77 FOUNTAIN STREET, MANCHESTER M2 2EE TEL: 061-236 1553

COMPUTER AUDIT OPPORTUNITIES

UK Wide

£15,000 - £25,000 p.a.

Our client is a major international firm of chartered accountants with a substantial reputation for innovation and excellence in computer auditing. Its clients, which range from major industrial and financial organisations to recently quoted USM high technology companies, present considerable technical challenge and learning potential.

In order to meet its plans for growth the firm wishes to appoint to offices around the country chartered accountants with good practical experience of computer auditing. Opportunities are available either to join existing computer audit teams or to establish and develop computer audit services in certain major areas of the UK. The work will include the evaluation of controls in clients' systems and the development and implementation of in-house and client-based computer audit techniques. Very experienced candidates may be appointed as managers but there are a number of vacancies for relatively newly qualified accountants who have been involved in computer audit work.

These opportunities will appeal to men and women in the age range 27-33 who believe that their accounting, computer audit and personal communication skills are capable of further development in a demanding and challenging professional environment. Prospects for promotion are excellent.

For more information please contact George Ormrod BA (Oxon) or Tim Forster B. Comm on 01-836 9501 or write with your C.V. to Douglas Llambras Associates Limited at our London address quoting reference no. 4917.

410 Strand, London WC2R 0NS. Tel: 01-836 9501.
26 West Nile Street, Glasgow G1 2PF. Tel: 041-226 3101.
113/115 George Street, Edinburgh EH2 4JN. Tel: 031-225 7744.
Brook House, 77 Fountain Street, Manchester M2 2EE. Tel: 061-236 1553DOUGLAS
LLAMBRAS
Accountancy & Management
Recruitment Consultants

HONG KONG

NEWLY QUALIFIED ACAS to
4 YEARS PQE - TAX & AUDIT

£22,500 to £27,500

(including Housing Allowance)

Agreement having been reached over its future, the feeling of confidence and optimism in Hong Kong is at a new peak.

Arguably the most commercially vibrant community in the world, few accountants can afford to ignore the opportunities available in Hong Kong.

Where else can be found an intriguing blend of top class professional experience, high living standards and capital accumulation prospects in such an exciting social and cultural environment.

Partners from one of the major international practices in Hong Kong will be visiting our offices to meet selected candidates with up to four years post qualification experience.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

410 Strand, London WC2R 0NS. Tel: 01-836 9501.
26 West Nile Street, Glasgow G1 2PF. Tel: 041-226 3101.
Brook House, 77 Fountain Street, Manchester M2 2EE. Tel: 061-236 1553DOUGLAS
LLAMBRAS
Accountancy & Management
Recruitment Consultants

Public Appointments

FUND RAISER - CITY APPEAL

To join consultancy retained by National Disability Charity to plan and implement fund-raising appeal, initially to the City.

If you know your way around the city and can represent our client at boardroom level, apply with C.V. to:

Peter Burns,
Public Voice Communications Ltd.,
South Bank House, Black Prince Road,
London SE1 7SLMetropolitan
Society for the Blind
SECRETARY AND
CHIEF EXECUTIVE

The Metropolitan Society for the Blind is a charity which provides a wide range of services for the blind and partially sighted. The Secretary and Chief Executive will be responsible for the day-to-day running of the Society and for the implementation of its policies.

The Society employs a team of staff who provide a wide range of services to its members. The Secretary and Chief Executive will be responsible for the day-to-day running of the Society and for the implementation of its policies.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

SITUATIONS WANTED

FINANCE

Seeking a finance position in a company with a good reputation. Must have a degree in finance and a professional qualification. Salary negotiable.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

Super Secretaries

PUBLISHING

This is an ideal opportunity for an experienced Secretary to work for a Senior man in a famous publishing house.

Skills 100/60 needed, as is the ability to liaise with authors, to arrange editorial meetings and generally cope with the 101 duties that crop up within such a position.

London Town
Staff Bureau
01-836 1994

EXHIBITIONS

An international company based in W.I. needs a highly efficient secretary who is experienced in the field of exhibitions. You will be responsible for the day-to-day running of the company and for the implementation of its policies.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

For further information contact Gary Johnson in London on 01-836 9501, Brian Marren in Manchester on 061-236 1553 or Peter Siviter in Glasgow on 041-226 3101.

TUTORS
"THE FINANCIAL TRAINING
PERSONAL AND TECHNICAL
CAREER DEVELOPMENT
PROGRAMME"FINALISTS/NEWLY/RECENTLY QUALIFIED
CHARTERED ACCOUNTANTSFrom £14,000 + car - rising to
£18,000 + car after 2 years

Financial Training (part of the listed Park Place Investments Group) recognises the vital importance of the years immediately after qualification for ambitious accountants.

We believe that two years with the market's leading tuition specialists would benefit you both in terms of personal development through increased confidence and communication skills and in technical development through the high standards demanded by their clients.

A long term career can be offered to the right people by this diversified group.

You don't have to be a prize-winner to apply - personality, enthusiasm and a lively intellect are the essential qualities.

Please contact George Ormrod BA(Oxon) or Tim Forster B. Comm on 01-836 9501 or write with your CV to Douglas Llambras Associates Limited at our London address quoting Reference No. 4902.

DOUGLAS
LLAMBRAS
Accountancy & Management
Recruitment Consultants410 Strand, London WC2R 0NS Tel: 01-836 9501
26 West Nile Street, Glasgow G1 2PF Tel: 041-226 3101
113/115 George Street, Edinburgh EH2 4JN. Tel: 031-225 7744
Brook House, 77 Fountain Street, Manchester M2 2EE. Tel: 061-236 1553

Accountancy Personnel

Placing Accountants First

RELOCATING TO THAMES VALLEY. £14,000+. Initially to work in London - AN EXCELLENT OPPORTUNITY for a young, qualified, with treasury/banking experience, to relocate with an international company into Thames Valley. Contact Reading office.

PA TO PARTNER, NW LONDON. £14,000+. First rate opening with a dynamic expanding practice dealing with an interesting and varied portfolio of fair-sized clients. Definite partnership prospects. Contact Harrow office.

FINANCIAL CONTROLLER (FAMILY COMPANY). SUTTON. £17,000+ CAR. Family run insurance group undergoing a period of rapid growth need high level financial advice on financial control. Excellent prospects await an ambitious and dynamic qualified. Contact Kingston office.

FINANCIAL ACCOUNTANT, ANTIQUES TRADE. £15,000. Opportunity for an enthusiastic Accountant to join an established antique dealer in West London. Assist the MD in the control of finance, administration and operations. Contact Ealing office.

FINANCIAL CONTROLLER, SW LONDON. £14,500 + CAR. A high-profile management role with a noted marine service operation, offering both commercial and technical challenge. Ideal for computer-orientated qualified Accountant seeking to realise potential. Contact Croydon office.

PA TO PARTNER, GUILDFORD. £14,000+ CAR. Partnership prospects await the type of qualified Accountant who will fit into a well respected local practice dealing with a varied portfolio of large and small local clients. Contact Guildford office.

CROYDON: 33 George Street, Croydon, CR9 1LB. Tel: 01-892 4888.
GUILDFORD: 30-31 The Broadway, Egham, W25 2JF. Tel: 01-892 4888.
HARROW: 72-74 High Street, Harrow, HA1 1HG. Tel: 01-892 4888.
KINGSTON: Northern Rock House, 88-90 College Road, Harrow, HA1 1HG. Tel: 01-892 4888.
READING: Universal House, 55-56 Clarence Street, Kingston, KT1 1NP. Tel: 01-892 4888.
SLOUGH: 5 Market Way, Reading, RG1 2BN. Tel: 01-892 4888.
7 Hacknole Street, Slough, SL1 1XQ. Tel: 01-892 4888.CROYDON: 33 George Street, Croydon, CR9 1LB. Tel: 01-892 4888.
GUILDFORD: 30-31 The Broadway, Egham, W25 2JF. Tel: 01-892 4888.
HARROW: 72-74 High Street, Harrow, HA1 1HG. Tel: 01-892 4888.
KINGSTON: Northern Rock House, 88-90 College Road, Harrow, HA1 1HG. Tel: 01-892 4888.
READING: Universal House, 55-56 Clarence Street, Kingston, KT1 1NP. Tel: 01-892 4888.
SLOUGH: 5 Market Way, Reading, RG1 2BN. Tel: 01-892 4888.
7 Hacknole Street, Slough, SL1 1XQ. Tel: 01-892 4888.

Accountancy Personnel

Placing Accountants First

ALTERED IMAGES. W1-£14,000. Finance to media and creative industry. Qualified International who has excellent people skills. Must be able to work on a flexible basis. Salary negotiable. Contact W1 office. Ref: 01.

HAUTE COUTURE. MAYFAIR-£12,500. Newly formed fashion group offering opportunity to an Accountant qualified by experience to implement and control all accounting procedures. Best client benefits and best prospects. Contact Bond St office. Ref: 01.

MANAGEMENT ACCOUNTANT. CENTRAL LONDON-£15,500 + CAR. Based at head head of all the finance and accounts of the international engineering group. Excellent financial planning/control systems and people. Excellent salary/benefits. Long prospects in future career. Contact Holborn office. Ref: 01.

MANAGEMENT ACCOUNTANT. CITY STOCKBROKERS. £18,000 + BONUS. Ambitious Accountant, or one to qualify, will make his life savings from property. Income up to £100,000. Excellent salary/benefits. Long prospects in future career. Contact Holborn office. Ref: 01.

ASSISTANT TO CHIEF ACCOUNTANT. SW1-£11,000. Multi national insurance company needs an Assistant to Chief Accountant with the responsibility of both financial and management accounts. Best prospects in future career. Contact Stag Place office. Ref: 01.

QUALIFIED BY EXPERIENCE. W2-£15,000. Career progression for an Accountant with excellent people skills and management experience. Best prospects in future career. Contact Stag Place office. Ref: 01.

Barnes: 55 Moorgate, EC2 0JF. Tel: 01-836 9501.
307-308 High Street, W.C1. Tel: 01-836 9501.
17-18, Castle Street, W1. Tel: 01-836 9501.
11 Glen House, Stag Place, SW1. Tel: 01-836 9501.Barnes: 55 Moorgate, EC2 0JF. Tel: 01-836 9501.
307-308 High Street, W.C1. Tel: 01-836 9501.
17-18, Castle Street, W1. Tel: 01-836 9501.
11 Glen House, Stag Place, SW1. Tel: 01-836 9501.Legal
Appointments
are featured every
TUESDAY

01-278 9161/5

Legal
Appointments
are featured every
TUESDAY

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

01-278 9161/5

La crème de la crème

Micro experience? Ask Alfred Marks.

ALFRED MARKS
We're a lot to offer you

PA TO THE CHAIRMAN

Are you an efficient and cheerful PA interested in working for the young Chairman of a City based shipping company, who also has interests in a yacht building company?

Good shorthand and typing (120/60wpm) is a requirement and word processing experience is an advantage, although not essential as training will be given.

You will be responsible for organising his many varied business and private affairs, and will be expected to be interested in his business to keep him effectively in touch with his affairs during his absences from the office.

A salary of £9,000/9,500 per annum plus PPP is offered together with participation in the company's bonus and pension schemes.

Please write with CV to:
Miss A. Hogan
Meridian Navigation (London) Limited
99 Mansell Street, London E1 6AX
(No agencies)

SECRETARY/P.A.
TO MANAGING DIRECTOR
of Merchant Bank in the City

The position is an extremely demanding one and apart from the highest quality secretarial skills, the ability to deal effectively with people at all levels is required. Knowledge of Italian would be an advantage, but not essential.

Excellent salary and benefits will be offered to the successful applicant.

Please apply in writing with full curriculum vitae to:
Mrs Margaret Welch,
Italian International Bank Plc,
P & O Building,
Leadenhall Street,
London EC3V 4PT

Senior Secretary/
PA to Director

c £7,500

AGB, Europe's leading market research organisation, has an exciting opportunity for a Secretary at executive level in its attractive new offices in Ealing, West London.

Working for one of our Senior Directors this is a very prestigious position within the company. Ideally we are seeking a candidate with several years' sound secretarial experience, including word processing, who can thrive under pressure, has a flair for dealing with people at all levels and possesses first-class administration and organisational skills.

Familiarity with the IBM Display Writer system is a must and it is unlikely that anyone aged under 25 will have the depth of experience we seek.

We offer attractive conditions of employment and the benefits expected from a large international company.

Please write with full career details to: Graham Vockins, Personnel Officer, AGB Research plc, The AGB Research Centre, West Gate, Hanger Lane, London, W5, or telephone 01-997 8484 for an application form.

P.A./SECRETARY
to
DIRECTOR

Circa £9,000

Middlesex

You will be a genuinely career minded and experienced secretary, who is also an able administrator, and who is looking for an appointment which will measure up to your own potential.

Whilst first class secretarial and short-hand skills are a must, your job satisfaction will be derived primarily from working as an Aide to the Director with delegated authority to organise, co-ordinate and administer to the internal needs of a top management department. Our Client is a major manufacturer, able to offer you the conditions of employment which you would normally expect in such a senior appointment. On your part, you should be able to offer them evidence of a stable work record at senior management or Director level, and a good academic background - to "A" level or better.

Please discuss your interest in this exciting opportunity with me as soon as possible, or send me your C.V.

AdSkil

Lynn Lloyd MECI
AdSkil Confidential Recruitment
(Division of Personnel Departments Ltd)
4 Windsor Street, Uxbridge, Middx. UB8 1AB
tel: 0895 56501

SECRETARY
LONDON W1

Established consultancy to the off-shore oil and gas industry requires a secretary to work for the Manager of a newly created division.

This position offers plenty of scope to work on own initiative, and candidates should be outgoing, confident, enthusiastic and possess the flexibility required to work within a small dynamic team.

Excellent shorthand and typing skills are essential as is previous WP experience and a flair for organisation. Aged probably 25+, you will be looking more for a career than just another job.

In return we offer a highly competitive salary, commensurate with your skills and experience.

Please write, enclosing CV to:

BRIAN McFALL, PERSONNEL MANAGER,
THE PELL FRISCHMANN GROUP,
5 Manchester Square, London W1A 1AN

Ask Alfred Marks.

GOOD ORGANISATIONAL
ABILITIES?

Busy Director of a Brewery in the Ealing area needs excellent secretary/PA with shorthand. You will need to have a good sense of humour and will have to be prepared to help him run the hectic personnel department.

You will definitely earn a salary of £7,500 plus benefits which include cheap lunches, a good social club, and somewhere to park your car.

Please ring Karen Kealy on

01-579 2053

or call in and see me at

37 The Broadway

Ealing London W5

ALFRED MARKS Recruitment Consultants

SECRETARY/PA

The chief executive of an international interior design company requires a first class experienced Secretary/PA. The successful applicant must have shorthand skills of 100wpm plus fast typing. Common sense, efficiency and self-motivation are essential, and a knowledge of word processors would be an advantage although the company is prepared to provide training.

This post is based at our modern new office near New Covent Garden and a salary of circa £9,000 pa is being offered.

Please telephone Denise Trundell on
01-627 4400
(No Agencies)

SECRETARY

We are a successful, fast-moving Marketing Consultancy located in the West End and are looking for a confident, experienced, person to work for one of our Associate Directors.

The position involves direct contact with an important client base and organizational skills are very necessary. Shorthand ability would be preferred, though "refresher" or full training programmes will be set up for the right person. This is an excellent opportunity to gain experience in all aspects of a growing business and we offer an excellent salary and benefit package. Please telephone 01-837 8363.

A DAY AT THE
RACES
UP TO £9,000
COVENT GARDEN

The Head of the Tax Department in this friendly Chartered Accountants needs an efficient secretary with good skills and organisational ability to co-ordinate the work of the department. WP experience preferred but not essential as they will train. Christmas bonus, LV's and a summer day at the races.

Julia Gray
APPOINTMENTS
Covent Garden's
smartest secretarial people
31a James Street WC2, 01-240 9971

PA TO CHAIRMAN
£9,000+

A small, expanding investment management company based at Liverpool St seeks a PA/Secretary to work for the Chairman. He works closely with offices in Geneva and Paris and all travel, meetings and itineraries will be organised by him. PA, good French is therefore essential. The right candidate should be flexible, with good organisational ability and enjoy working in a young and dynamic group. Salary 100/80. Age 25-35.

Tel: 01-506 1611
Senior Secretaries

SECRETARY-P.A.
to the Incoming Manager

The exciting and challenging position of Secretary to the Incoming Manager of a new company which deals with companies who are looking for ways to motivate and reward their staff. In addition to good secretarial skills, the successful candidate must be enthusiastic, organized, with a confident manner and the ability to use your initiative. To apply send your curriculum vitae to:

The Personnel Manager
Fortman and Mason Plc
181 Piccadilly
London W1A 1ER

BOOKKEEPING
IN CHELSEA

Bookkeeper/secretary required mid-March by agents for luxury flats in Chelsea. Accurate bookkeeping to trial balance (Reckonax system) essential plus ability to type, interesting work. Good salary. Phone 989 0086.

COMPETENT & RELIABLE
PA/SECRETARY

required for new Financial Consultancy in St. James', P.C. experience vital. Flexible hours. Generous salary. Phone 439 8671

Tempting Times

If you enjoy the variation and excitement of being a temporary secretary (100/60) with £5 per hour plus an additional £1 per hour for relevant word processing skills, then you'll love working for MacBlair Neill.

MacBlair Neill
Temporary Secretaries
10 Hammer Green, London W14 0LL. Telephone 01-498 8175

COVENT GARDEN
£9,500

Do you have excellent skills (100/80), experience in administration and want to get involved in a busy, creative atmosphere with a lot of client contact? If so, our small consultancy needs you. They require a warm, confident, organized Secretary to work for their Chairman. You should have Director-level experience, a flexible approach, 'A' level education and knowledge of WP would be helpful. Age 25-35.

Tel: 01-489 0082
or 01-493 5907

Senior Secretaries

PART-TIME
PERMANENT
SECRETARY

with first-class audio typing. Interesting job working with two partners in small, modern office near Hammersmith Bridge. Monday to Friday, 1-5pm.

Tel 01-741 1407

EX TOP LEVEL SECRETARY. Work for charming financial adviser on full time basis. 12 yrs exp. All extensive private clients and run the company as required. Knowledge of WP and Audio typing. Salary £25,000 p.a. plus bonus. More details from Andrew Dicker, April 20/85. Free Personal Conf. call.

AMERICA
CALLING
£10,000

Working for two Directors and a Senior Adviser in the young, expanding insurance company will involve the full range of your secretarial skills. They are a team early 30s, enthusiastic and will delegate as much as possible. The company's main market is in the USA and there will be frequent travel opportunities and international client contact.

You will be a bright, motivated and accomplished PA in your mid-thirties with skills of 100/60 and the willingness to take on a new challenge.

CITY OFFICE
01-726 8481
ANGELA MORTIMER

INTERESTED
IN MUSIC?
c £10,000

Young, dynamic American needs an excellent person to run his office that handles the promotional sales of touring groups. You will keep records, see the T-shirts, etc. get to the right place at the right time, keep the books, be able to cope with all life's problems involved in the pop scene and be able to type the odd letter (50 wpm). Ring Stella Fry Recruitment, 01-734 2567.

PA TO MANAGING
DIRECTOR

Contemporary Music Agency
Salary commensurate with experience
Phone Mr SIKORSKI
on 278 3331

PROPERTY WORLD

Small, friendly office dealing with multinational companies needs a smart, calm RECEPTIONIST with good organisational skills to greet clients, operate busy switchboard and help with the typing. Good salary for the right person.

Call Diana Pont
631 1944

MOVE INTO BANKING,
£10,200

A prestigious City merchant bank seeks a senior secretary to two executives. This is a new position with great scope for development. A banking background is not essential, but you'll need a good commercial background at a senior level. Excellent banking benefits. 100/65 skills needed.

YOUNG SECRETARY
c £10,000

Join these large City stockbrokers in their vibrant responsible for acquiring new business. You'll need to be well organized, well presented with at least 2 years' solid exp. exp. 'A' level education & 100/60 + previous WP exp. needed.

01-236 3712 City
01-499 8070 West End
Elizabeth Hunt
RECRUITMENT CONSULTANTS

ADVERTISING/PR

Secretary/secretarial typist, preferably with advertising experience required to assist in recently set-up advertising department within a well known financial PR agency. Fast, accurate skills and WP knowledge essential. In addition to pleasant personality, applicant should be willing to get involved in all aspects of this busy agency. Preferred age range 22-28, with two years' experience. Salary negotiable.

Tel: 01-405 8846

CAREER MINDED
FR/GER/W.P.

Whizzy boss of international management consultants in SW1 needs brain-power and enthusiasm (plus a Graduate) to help set up the new company. Use your existing W.P. exp. to assist your boss in the IBM PC. This is a unique and growing job. You will grow and grow if you can keep up!

408 0424

Love + Tate

PA/SECRETARY

To Chairman of expanding firm of Financial planning consultants. Experienced person required with good typing skills but the ability to organise and work on own initiative is vital. Super salary in heart of West End. Salary £9,000+.

Ring 01-621 1918 and ask for Bob Sutherland

SURVEY THE
SCENE, W1
£9,000

The company is one of the leading firms in the property market and has interests that stretch throughout Europe and the USA.

One of the Senior Partners requires an experienced secretary to assist him in his day to day work. The successful candidate will be responsible for the preparation and maintenance of the company's financial and personal affairs in the domestic, social and young colleagues.

Speeds 100/60.
Apply to: Angela Mortimer Ltd
West End office
629 9606

ANGELA MORTIMER

FURNISHING FABRIC
(Wholesalers)

We are suppliers of top French furnishing fabrics to leading interior designers, and are looking for a young person to work in our busy West End showroom and office. If you are interested in interior design, and are well spoken, unpretentious, punctual and flexible, with a basic knowledge of French and typing. Please send me your C.V. for an early interview.

Sarah Williams, Theatrical Ltd
10 Piccadilly Street,
Haverstock Square W1.

SPECIALIST AGENCY
for language
secretaries

We have currently on our books a team of secretarial staff with top skills (100/60 speeds min) plus at least one fluent language. All of our temporary skills are tested and their language fluency graded. If we can assist you as an employer with your linguistic requirements, please telephone us immediately for details.

174 NEW BOND ST., W.1
International Secretaries
01-491 1109

INTERNATIONAL
PERSONNEL
£10,000

A large multi-national company based in the City requires a PA/Secretary for the Head of International Personnel. As well as providing full secretarial support your responsibilities will include organising the considerable travel arrangements and international itineraries. This will put you in close contact with top level clients. The smooth running of this busy department will depend on intelligent, efficient and young colleagues.

Tel: 01-806 1611

Senior Secretaries

CREATIVE AUDIO
SEC. for M.D.

Bond Street W1. c £7,500
We are a fast expanding International Search & Selection Consultancy based in new luxury offices in Bond Street. As a result we now seek a young efficient audio sec. To work for one of our directors and a small team of senior consultants.

You will be aged up to 25, fast typing speed, friendly personality, able to work on your own initiative and wanting plenty of involvement.

Phone Miss Diamond on
01-486 1670
to arrange interviews.

SECRETARY/PA TO
BOARD DIRECTOR

Postlink, the leading Specialist Outdoor Agency requires a mature Secretary/PA to work with a main Board Director and his team on a range of blue chip national and regional accounts.

Outstanding secretarial skills will be taken for granted; more important are numeracy, the ability to cope with clients and suppliers at all levels, and cheerful equanimity under stress. Salary negotiable.

Please telephone Sue Lindley on:
01-629 6004
No agencies

ADMIN ASSISTANT
TO £11,000

An international City bank seeks a first class administrator to handle all necessary paperwork and systems when new business has been acquired. You should be numerate and should have gained previous banking experience either as a secretary or as an administrator. Excellent benefits include mortgage subsidy.

Elizabeth Hunt Recruitment Consultants
23 College Hill London EC4 Telephone 01-236 3712
18 Grosvenor Street London W1 Telephone 01-499 8070

French Speaking
Secretary/PA
to MD

Up to £9k + Benefits
Twickenham

On stream is a highly successful, progressive oil industry consultancy based in modern offices in the centre of Twickenham. Our MD is seeking a confident, experienced, organised, person to support him - often liaising with subsidiary offices both in writing and over the telephone. As well as providing an efficient secretarial and word processing service, you'll have particular scope to exercise your office administration skills in a variety of ad hoc tasks.

A proven Secretary, you must have excellent speeds, an occasionally flexible approach to hours and be fully conversant in French. The return we offer is supported by a comprehensive benefits package and good prospects. For further information, contact David Jones, Onstream, Northumberland House, 2 Kings Street, Twickenham, Middlesex. Telephone 01-891 3434.

INTERVIEWER
SW1

We are looking for an experienced interviewer who will have total responsibility for their own section. We would be particularly interested in someone who is currently running a word processing/secretarial section, but we would like to hear from anyone who is self-motivated, experienced and capable of generating business. In return we offer a good basic salary, excellent commission, Health Club membership and pleasant office. Please telephone Sally O'Brien on 01-236 8427 or leave a message on our answering machine after 5.30pm with your home telephone number. 4 Post Street, London SW1X 9EL (Post Code).

Crone Corkill
Recruitment Consultants

ESTABLISHED
W1
ESTATE AGENCY

Seeking a person for an established residential dept. in return for excellent commission & a genuine interest in the property market we offer a place in our friendly & hardworking team with the opportunity to become involved in a rewarding package to match. Call Margaret Wall.

935 7799 NOW

INTERIOR
DESIGNERS

UP TO £10,000

Be at the start of this small interior design company in the heart of Mayfair. They need a confident, capable Secretary/Administrator with bookkeeping experience up to trial balance (preferably) to run the office smoothly. You'll obviously be highly organised, able to work on your own initiative and must have good secretarial skills. Age 25-35.

Bernadette of Bond St.
Recruitment Consultants
No 55, Leinster Place, Fort Belvedere
01-629 1284

MEDIA
WORLD
UP TO £9,000

We have 5 clients offering jobs in the media world of TV advertising, promotions and PR. Good sec. skills and capable personality.

01-730 5148
JAYEAR (Rec. Cons.)

AUDIO/SECRETARY
for TIME LIFE BOOKS

If you are intelligent, quick, accurate, hardworking, willing to spend 75% of your day at a typewriter, we have just the job. You should have a good standard of education, minimum 60 wpm typing, 2 years audio experience and willingness to learn to operate a computer. Good salary and company benefits. Please send full details of experience and qualifications to: Jacqueline Redder, Time-Life International, Time & Life Building, New Bond St, London W1.

PROPERTY SECRETARY
£7,800

You should be 18-22 with good shorthand and want to work in a young, friendly property development company close to Regent's Park. This is a rewarding package to match. Call Margaret Wall.

instance on
581 0871

PUBLISHING - West, publishing Sec. 100/80, exp. in book publishing. 01-720 1212. Joyce, Canary, Glasgow, 80

TV PROD. - News/rel. exp. to BBC. Urgent! Tel: 01-730 2212. Joyce, Canary, Glasgow, 80

PR PLANT ST. PA/Sec. £4,700 p.a. Urgent. Tel: 01-720 2212. Joyce, Canary, Glasgow, 80

TV PROD. - News/rel. exp. to BBC. Urgent! Tel: 01-730 2212. Joyce, Canary, Glasgow, 80

TV PROD. - News/rel. exp. to BBC. Urgent! Tel: 01-730 2212. Joyce, Canary, Glasgow, 80

